

iCeGS 20th Anniversary Conference

"Imagining new perspectives on work – the role of career development in shaping futures."

Wednesday 23rd and Thursday 24th May 2018

The event aims to examine how the concept of work might develop and evolve over the next decade and in conjunction with this how the role of career development practitioners might need to adapt to continue supporting individuals in the future. Themes will include globalisation, social change and technology.



Keynote speakers include: Professor David Blustein, (Boston College, USA), Dr Phoebe Moore (University of Leicester), Dr Deirdre Hughes OBE (University of Warwick), Professor Tristram Hooley (University of Derby), and Dr Siobhan Neary (Head of the International Centre for Guidance Studies, University of Derby).

The Conference Programme and Booking information can be found on [the iCeGS Website](#).

CDI News

Snapshot of recent meetings and work plan:

The CE has been on working on/attended meetings:

- QCD Leaders' Meeting – University of Derby
- Staff appraisals
- New international digital membership category
- Draft budget for 2018-19
- Finance sub-committee of Board
- Chairing steering group of new Hampshire Hub

The PDM has been working on/attended meetings:

- QCD Leaders' Meeting – Derby
- QCD Moderators' Meeting – York
- CDI Cert Careers Leadership planning
- CDI Members group meeting in Nottingham
- Council -Regional Reps proposals

PSC – call for new members

Interested in professionalism, careers qualifications and standards? Keen to share ideas and work with colleagues across the UK? Then why not consider joining our Professional Standards Committee? There are currently vacancies for reps from the Career Guidance/Career Coaching constituency; Northern Ireland and Scotland. Meetings are mostly face to face in Birmingham or London, three times a year – expenses paid by the CDI. For more information see: [Role of PSC](#); : [Nomination Form for PSC](#). The closing date for nominations is Friday 27th April.

CDI Skills Shortages Survey

Many members will be aware that we have been talking to the government about the shortage of qualified careers advisers in the market and the need to invest in initial training. Much of the data we have to date is anecdotal so we are working with iCeGS to provide a snapshot of the current market place and skill deficits reported by employers. A Survey Monkey has been sent to employers and can also be accessed here - <https://www.surveymonkey.co.uk/r/33ZL59R>. Please complete by 21 April.

Ambitious About Autism

We are working with the charity Ambitious About Autism in a number of ways, including disseminating a new half day training programme, designed to support career professionals who have clients on the autistic spectrum. The focus of the training is meeting the needs of the careers professional so they can better help their clients. We anticipate that this new working relationship will also require us to join a few working groups so we are looking for volunteers. If you are interested in autism and would like to volunteer your time (expenses paid) to support this type of activity, please email Ronaldo Hare - Ronaldo.Hare@thecdi.net

CDI and iCeGS launch new National Careers Education and Learning Conference (5-19) – date for your diary

Working with the University of Derby, we are pleased to announce that we will be organising this new two-day national conference, Thursday 12-Friday 13 July, at the Enterprise Centre, University of Derby, with accommodation at Jurys Inn. [Please put the date in your diary](#); the draft programme and booking information will be published next week. This event will build on the best traditions of the popular David Andrews careers education conference, which ran for 20 years until November 2017. The call for workshops will be emailed to all members this week.

CDI and the University of Warwick – LMI in career guidance practice: use, misuse or lack of use?

We are working with Dr Jenny Bimrose and Dr Sally Barnes to bring you two unique one-day events focusing on the use of LMI in career guidance practice, with the afternoon sessions devoted to showcasing programs/websites that use *LMI for All* data. The [full programme](#) is now on the website. The dates are: Friday 22 June (London) and Tuesday 17th July (Birmingham).

Master Classes

Our range of half day master classes is growing! These three-hour programmes are designed to provide an intensive and practical insight into everyday aspects of career guidance. Offered at locations throughout England, you can choose to stay for either one session/half day or two sessions/full day. Topics in the calendar include: Transforming your guidance interview; the business of being a career coach; achieving the break through with stuck clients; new theories of career guidance; improving your career guidance interviews. See <http://www.thecdi.net/Skills-Training-Events> for more information and to book.

General Data Protection Regulation (GDPR)

We are currently planning how to manage compliance with the new GDPR which comes into effect on 25th May 2018. For members interested to know more here are some useful links: <https://ico.org.uk/media/1624219/preparing-for-the-gdpr-12-steps.pdf> and <https://ico.org.uk/for-organisations/guide-to-the-general-data-protection-regulation-gdpr> There is a [CDI webinar](#) focusing on the implications of GDPR for private practitioners on May 11th - book through the website.

CDI responses to official reports, research and meetings

Personal careers guidance steering group

The CDI has been liaising with the Careers & Enterprise Company over its [draft Implementation Plan](#) which sets out the CEC's response to the government's Careers Strategy. We are particularly keen to support and to influence thinking on the £2.5M personal guidance aspect of the plan and will be part of the project steering group. The first full meeting of the steering group is on Monday 16 April. We have already suggested that £500,000 is set aside for the initial training of career advisers through a scheme of bursaries (not a new idea and last supported by the DfE eight years ago.)

All Parliamentary Group for Education – Anne Milton Meeting report

Jan Ellis represented the CDI at this meeting and explained the difference between the role of career leaders and career advisers and also raised the issue of the shortage of qualified careers advisers. (It is not recorded in the report that Anne Milton mistakenly talked about 500 free training places for career advisers!) [Read the full report here.](#)

Labour's National Education Service – consultation launched

[A consultation](#) is being run to build on policies set out in Labour's 2017 General Election manifesto. It sets out the principles that will structure and guide the National Education Service which it is asking for feedback on from now until 24th June. If you would like to feed into the CDI's response please send thoughts to Jan.ellis@thecdi.net 1st June.

Consultation into Higher Education and Funding

The independent panel appointed to inform the Government's review of post-18 education and funding has launched a [call for evidence](#). The panel is seeking views from all interested parties on the four areas it has been asked to consider: choice, value for money, access and skills provision. The submission is open until 2nd May.

Sector News and LMI

England

Post-Brexit failure to replace ESF would be disastrous, says MPs

Careers England recently published [a report](#) on the impact to the sector if funding from the European Social Fund (ESF) is not replaced. They fed into ERSA's cross sector working group on the issue which requested an inquiry by the Work and Pensions Committee and gave evidence to MPs with frontline providers. The Committee has now [published its report](#), urging the Government to "act quickly so that those excellent existing suppliers are not bankrupted."

Social mobility pledge

Former Secretary of State for Education Justine Greening MP is a member of a steering group seeking a pledge on social mobility from businesses. She said: "Britain should be a country where you can get on in life, regardless of your background. Improving social mobility is a defining challenge for us as a nation. We have talent spread evenly across this great country, but opportunity isn't. Businesses, with the prosperity and careers they create for people, are key to improving social mobility. Any business that commits to our Social Mobility Pledge can sign up to become an accredited employer". For more information, [click here](#).

Call for increase in number of youth apprenticeships

The Education Policy Institute have concluded that the Government should increase the number of 16-18 year old apprenticeships because of the "overwhelming benefits to both firms and apprentices". Firms would benefit from paying lower wages to young apprentices. Companies could break even from three-year programs, the authors state. The main benefit from starting at a younger age for the apprentice would be financial, as this route would "generate the highest private rates of return". Read the article [here](#). Read the Education Policy Institute report [here](#).

Gender pay gap

Data from UK employers with 250 or more workers show that the construction, financial and insurance services and education sectors has the largest gender pay gaps. In education, male staff earn 19.9% more on average than female employees. Read the article [here](#).

Productivity Up

Labour productivity in the UK, as measured by output per hour, grew by 0.7% in the fourth-quarter of 2017 ended December when compared with the previous quarter, according to new data released by the Office of National Statistics (ONS). This is the second quarter in a row that output per hour grew, after falling in the first half of 2017.

ONS data added that output per worker and output per job both grew by 0.1% between the third and fourth quarter; the difference between these two measures and output per hour reflects a fall in average hours per job and per worker. Labour

productivity grew in both services and manufacturing industries; services productivity grew by 0.3% on the previous quarter and manufacturing productivity grew by 2.6% in the same period.

UK Still Hiring In 2018

The latest job market research shows that the UK is still in hiring mode, according to the latest survey from the Recruitment and Employment Confederation. Over the next 3 months, 89% of employers plan to either retain their permanent headcount (74%) or increase it (15%), while 9% are uncertain. Overall, the net balance of permanent hiring intentions remained positive in the short-term.

Looking further ahead, 17% of employers plan to increase permanent staff in the next 4–12 months, which is down from 22% this time last year. Meanwhile, more employers are starting to feel certain about their contract and temporary hiring plans as 72% of employers are either planning to hold (56%) or increase (16%) contract and temporary employees over the next quarter, while 10% planned to decrease numbers.

Opportunities for clients with autism

1. M/SIX are seeking to appoint three candidates to a 4 week work placement programme at their offices in London.

Do you have a client who can answer the following questions?

- Are you aged 20-25yrs old with a diagnosis of autism?
- Are you a recent graduate seeking to start out your career in the creative industry?
- Would you like to develop skills in media planning and campaigning, or competitor and client analysis?
- Do you have an interest in working in the marketing and creative industry?

If you answered yes, and you would like to apply for these opportunities, then send your CV to us at Ambitious about Autism: exchange@ambitiousaboutautism.org.uk with the subject title 'M/SIX Application'. [M/Six Internships - deadline 4 May](#)

Clare or Rebecca will contact you to arrange a telephone call or meeting to discuss your interest and appropriateness to the role based on the questions above. Please tell us how you prefer to be contacted.

2. Deutsche Bank

Following another successful scheme in 2017, Deutsche Bank is offering paid work placement opportunities for recent UK-based graduates on the autism spectrum. They aim to offer valuable experience of the work environment across both infrastructure and business line functions on a three-month placement programme, enabling the individual to build their confidence and go onto further employment. Specialist support will be provided by AS Mentoring for all interns throughout their 12 weeks at Deutsche Bank. [Deutsche Bank - deadline 27 April](#)

Wales

Wales secures extra €4.3M of funding secured for 10 EU collaborative projects

Supported through the EU Territorial Co-operation (ETC) programmes to address common challenges and take forward innovative projects, with Welsh universities leading four of these in animal feed, tidal energy, soil biodiversity and innovative product development. <http://gov.wales/newsroom/finance1/2018/welsh-universities-leading-the-way/?lang=en>

£15m tourism investment boost for Dylan Thomas village creating up to 110 new jobs

High quality lodge specialist, Luxury Lodges is set to increase the number of year-round usable lodges in its Laugharne resort from 77 to 125 and creating up to 110 new jobs as part of its economically sensitive plans to improve the tourism offering in the local community and South West Wales. <https://businessnewswales.com/luxury-lodges-announces-15-million-investment-into-laugharne-resort/>

Free childcare scheme pilot extended to help working parents

Building on the success of an initial pilot Welsh Government have announced that they are extending the scheme across the whole counties of Anglesey, Gwynedd and Caerphilly from September 2018. The scheme will provide 30 hours of early education and childcare to working parents of 3 and 4 year olds for 48 weeks of the year. <http://gov.wales/newsroom/people-and-communities/2018/new-areas-to-pilot-welsh-government-free-childcare-offer/?lang=en>

Scotland

GDP grows 0.3% in 2017 Quarter 4

The Scottish economy grew by 0.3% during the fourth quarter of 2017, according to statistics announced today by Scotland's Chief Statistician. This is the fourth consecutive quarter of positive growth in Scotland and compared to the same quarter last year, the Scottish economy has grown by 1.1%. Therefore taken over the year, annual GDP has also increased by 0.8% in 2017, improving on Scotland's economic performance in 2016 where GDP grew by 0.2%.

Commenting Minister for Employability and Training Jamie Hepburn said: These figures are welcome, but we are determined to do more to grow our economy and protect Scotland from the headwinds of Brexit. We are preparing for the future with investments in a new National Manufacturing Institute and the establishment of the Scottish National Investment Bank.

Huge increase in childcare training places in 2018-2019

A huge increase in childcare training places has been announced to help deliver the additional workforce required for the transformation of early learning and childcare in Scotland. The new training places are being made available in colleges and universities across Scotland in 2018/19.

Minister for Childcare and Early Years Maree Todd, said: "The near doubling of funded Early Learning and Childcare to ensure all children get the best possible start in life is a key priority for this Government. Expansion plans are now well underway to deliver this ambitious policy. In the coming year, the number of places for people to train in early learning qualifications at colleges and universities will significantly increase."

Economy Secretary reinforces strength of Scotland's Fintech sector

Fintech in Scotland has attracted nearly £37 million investment over the last 10 years with an emerging 'ecosystem' which brings together start-ups, large firms, universities and the public sector.

Scotland is now a key location for many international firms, such as J.P. Morgan, HSBC, Morgan Stanley, NCR, Ingenico and Avaloq. J.P. Morgan's European Technology Centre in Glasgow is a key strategic technology hub with 1,300 employees.

Deloitte's 2017 Global FinTech Hubs Federation report highlighted Edinburgh's high concentration of key elements, and outside London and the South East, Scotland has the most complete financial and business services industry cluster in the UK.

Northern Ireland

50% Of Jobs To Be Automated Over 10 Years

More than 400,000 jobs in Northern Ireland are at risk because of an increase in automation over the next ten years, reports BBC News with data from the Ulster University's Economic Policy Centre and Catalyst Inc. The figure accounts for 50% of the total number of jobs in Northern Ireland.

Of the sectors most likely to be affected by automation, the manufacturing sector was found to be the most vulnerable. Richard Johnston from Ulster University's Economic Policy Centre added that while sectors like manufacturing, logistics and retail and wholesale and some of the lower skilled occupations are the most vulnerable, automation could also create jobs and suggested it could also generate more jobs than it replaces.

CDI Training and Events Programme

Insight into Labour Market Information

Wednesday 16 May 2018 - Novotel Manchester Centre

Wednesday 10 October 2018 - Central London

LMI has never been more important for careers professionals. The labour market is in a constant state of change and this has implications for career choices and pathways both for young people entering the labour market and for adults seeking to change direction. It is essential that all those working in the career development sector keep up-to-date with what is happening in the labour market in order to deliver informed and realistic careers education and guidance.

This Insight day will assist in that process by providing core information on key trends and developments in the labour market, including emerging green-collar opportunities. The programme will be presented by Michael Spayne, a labour market analyst, specialising in LMI. [Book your place through the CDI website.](#)

Labour Market Information (LMI) in Career Guidance Practice: Use, Misuse or Lack of Use?

Friday 22nd June 2018 - Central London

Tuesday 17th July 2018 – Birmingham

Labour market information (LMI) represents a core and distinct component of knowledge required for career interventions. Yet career practitioners often find it challenging to keep LMI knowledge current, and/or mediate it effectively to different audiences. Whilst information communications technology (ICT) plays an increasingly important part in accessing, and disseminating, reliable and robust LMI, a recent meta-analysis of career choice interventions concluded that career practitioners continue to have the greatest impact effect in interventions with clients. Consequently, simply referring clients to LMI online is unlikely to achieve positive outcomes, as mediation of the meaning of the LMI for their own particular situation is frequently necessary.

One of the biggest challenges for career practitioners remains how to integrate LMI into career guidance interviews and other career guidance activities. This new workshop, led by Professor Jenny Bimrose (London) and Dr Sally-Anne Barnes (Birmingham) will focus on ways of enhancing the effectiveness of LMI as an integral part of overall career interventions. [Book your place through the CDI website.](#)

Engaging the Disengaged - Scotland

Friday 20 April 2018 - University of the West of Scotland, Paisley Campus, Scotland

Engaging disengaged clients is always a challenge. This training course will explore three major themes:

Why clients, particularly adult clients, may not be interested in careers guidance and how we might advocate more effectively for our profession

Methods of engagement that practitioners can use, other than face to face meetings, and how these can be used effectively (e.g. Skype, telephone and email)

How digital literacy and "digital inequalities" impact on client engagement with careers services and resources

By successfully participating in this training course you will achieve the following learning outcomes:

Improve your understanding of client context, and why clients may be disengaged

Improve your knowledge of how to advocate for the profession

Identify a range of methods for engaging clients

Improve your understanding of how to use alternative methods for engaging clients

Improve your understanding of how digital literacy impacts on client engagement with services and resources

Although the course has been designed with career advisers, career coordinators, and career leaders in mind, it will be of value to anyone working with young people and adults in a careers, enterprise and employability context. [Book your place through the CDI website.](#)

An Introduction to Careers Leadership in Schools

Wednesday 25 April 2018 – Shelter Training Room, London

Monday 14 May 2018 - Central London

Wednesday 27 June 2018 – Jury's Inn, Exeter

In England responsibility for careers guidance for young people has been transferred to individual schools. At the same time, there has been a growth in the number of organisations offering support to schools. The Gatsby benchmarks set out a framework of good practice, encompassing elements of careers education and guidance provided by the school and contributions from a range of external partners including careers advisers, employers, etc. For all the components to be

brought together into a coherent programme of careers education, information, advice and guidance (CEIAG) for young people, there needs to be clear leadership from within the school.

Careers leadership involves: planning, implementing and quality assuring a careers strategy for the school; managing the delivery of careers education and IAG; networking with external partners; coordinating the contributions of careers teachers, subject teachers, tutors and SENCO. This year has seen a growing consensus among the CDI, The Careers & Enterprise Company, the Gatsby Foundation and the headteachers' professional associations, around the importance of this role in schools.

This one-day course starts by providing an overview of current careers policy and practice and then goes on to identify in detail the tasks of careers leadership. Through examining a range of case studies, delegates will learn about different models for organising the role in schools. The programme also includes an introduction to sources of further help, support and CPD for careers leaders.

The day is led by David Andrews, an honorary life member of the CDI, who has undertaken extensive research into careers leadership in school and has over 30 years' experience of running courses for careers leaders. [Book your place through the CDI website.](#)

Using Motivational Tools and Techniques to Support Career Decision Making

Thursday 3 May 2018 - Exeter

Tuesday 26 June 2018 - Sheffield

When working with clients of any age the outcomes and actions of an effective career guidance conversation should enable the client to feel empowered and confident to continue their career exploration journey. This means that the conversation however short or long has the potential to create growth and development for the client and a commitment to actions that can transform the conversation into effective decision making and change. For the career guidance practitioner this means using a range of approaches that support the clients understanding of options and choices carefully balanced with the challenge to the client of how to translate good or limited intentions into meaningful actions. This includes working with clients who have or will face some form of sanction if progress towards work or training cannot be seen.

Get this balance right between support and challenge and the client can benefit significantly from the skilled practitioners questioning, listening, reflecting and exchange of information, options and choices creating a client owned set of actions and outcomes.

Get this balance wrong and you can end up with too much challenge and the client disengaging from the intervention (there in body but not in mind or commitment) or provide too much support and the client feels done to, disempowered and not needing to do anything for themselves, they have been rescued and someone else will take responsibility and make the decisions. [Book your place through the CDI website.](#)

Master Class - Transforming the Careers Guidance Interview – An Effective Integrated Counselling Approach (Morning Session)

Thursday 3rd May 2018 - Central London

Thursday 5th July 2018 – Exeter

In the UK counselling and careers guidance have long been regarded as separate career routes, indeed career development and management are often thought of as predominantly rational processes. In reality careers practitioners have always relied on counselling skills in their practice, but a key question is - do we truly strive to work with the emotional content of what our clients are telling us (both verbally and non-verbally)?

This course will challenge you to look at the counselling skills you use in your guidance interviews; encourage you to step outside your safety zone and develop advanced empathic understanding in your practice. [Book your place through the CDI website.](#)

Master Class - The Business of Being a Career Coach (Morning Session)

Thursday 3rd May 2018 – Bristol

If you or your clients are already, or are thinking of running your own business then this is the master class for you.

Being brilliant at what you do is not enough on its own to succeed in business. You need to know how to turn what you do into a business. At least at first, you'll need to turn your hand to most aspects of running the business, from marketing and promotion, to finance and admin, product development and delivery. It can feel overwhelming, but it doesn't have to be

This master class will help you understand the simple straight-forward things that will make running a business a joy rather than a stress. [Book your place through the CDI website.](#)

Master Class - Achieving a Breakthrough with the "Stuck Client": The Art of Effective Challenging (Afternoon Session)

Thursday 3rd May 2018 - Central London

Thursday 5th July 2018 – Exeter

Why is challenging so hard to do and do we all too often avoid it as careers advisers?

Does this mean that in turn, we do our clients a disservice?

Do you work with people who seem unable to move on, have unrealistic career ideas, never implement action plans and seem to go round in circles?

This master class will explore the reasons behind this "stuckness" and look at commonly held unhelpful career beliefs alongside the reasons behind them. Delegates will explore a range of advanced communication skills, which can be incorporated into the guidance interview, giving the client new insight and the renewed ability to "move on". [Book your place through the CDI website.](#)

Master Class - Increasing Career Control for You and Your Clients (Afternoon Session)

Thursday 3rd May 2018 – Bristol

In a world where individuals need to be ever-more in control of their own career, this master class explores three key strategies which delegates can use for themselves and with clients.

Many people feel confused and challenged by career change: until they employ the services of a career professional, they don't know how to manage their career.

This master class gives delegates powerful tools to enhance your practice and create better results for your clients. Delegates will also benefit from using them in their own career to create fulfilment and success on their own terms. [Book your place through the CDI website.](#)

How to Start a Careers Advice Business for One

Tuesday 8 May 2018 - Sheffield

Whether you are sorting out your life following redundancy or just ready to explore new ways of working, this practical one-day workshop will get you energised and provide you with powerful resources to support you in career planning.

The day will be split into two halves: the morning is designed to help you better appreciate your talents, abilities and inner motivation. The afternoon will focus on some very practical ideas for action about your future direction.

During the day there will be opportunity to take time out, and explore with fellow members the potential you have and what you can do next, rather than dwelling on what has been lost. Importantly this will provide you with an invaluable opportunity to share and gain support from an experienced employability coach and others looking to establish themselves as private practitioners. [Book your place through the CDI website.](#)

Improving Your Group Work Techniques

Tuesday 8 May 2018 - University of Stirling, Scotland

This workshop aims to develop your group work skills by introducing a coaching approach to practice. The Group Integrative Narrative Approach (GINA) is a model of group work which draws on collaborative coaching/ facilitation techniques, group dynamics and peer support to develop the career learning of the group.

You will draw on your existing experience of delivering group work to develop new coaching techniques to enhance your practice. You will participate in interactive sessions using a range of coaching tools, including solution focused techniques, to enliven group work activities. You will also learn how to design, plan and structure career learning sessions/ programmes to ensure that the aims are aligned to activities and meet intended outcomes. [Book your place through the CDI website.](#)

Advanced Careers Guidance and Coaching Skills

Thursday 24 May 2018 - Manchester

Friday 13 July 2018 - Exeter

Thursday 18 October 2018 - London

Thursday 13 December 2018 - Swindon

Thursday 24 January 2019 - Birmingham

This master class is designed for experienced practitioners who wish to focus on aspects of practice that cannot be delivered by on-line resources and which require a high level of artistry.

During the day we will explore:

- Developments in neuroscience/ neuropsychology and implications for practice
- Using metaphor to explore the story
- Transformational coaching – expanding self-identity and challenging limiting beliefs
- Supporting intuitive decision making
- Visioning and backward action planning: creating the desire and energy for change

The day will be highly practical, exploring a range of tactics and sharing good practice. The approaches used will be suitable for use with a wide range of clients. [Book your place through the CDI website.](#)

NLP and Careers - Using Neuro Linguistic Programming (NLP) in CEIAG to Accelerate the Learning and Inform Decision Making

Tuesday 12 June 2018 - Jury's Inn, Birmingham

A raft of educational research provides evidence that attitudes to learning significantly affect achievement and success. This course explores Neuro Linguistic Programming, developed by Richard Bandler and John Grinder in the 1970s, as a method for communicating and behaving to create personal change.

The practical application of NLP strategies and techniques can provide solutions to current challenges within Careers Education, Information, Advice and Guidance; promoting independent learning, fostering resilience, supporting learner owned decision making and nurturing the right attitude for learning and progression throughout life.

This course is highly practical and briefly explores the theory behind NLP and then provides the opportunity to identify and practice preferred techniques and strategies. Using NLP techniques you will be supported to identify how we can challenge limiting beliefs, effectively support motivation and engagement and boost achievement and success in career learning. [Book your place through the CDI website.](#)

Career Coaching – Exploring Models and Improving Your Practice

Thursday 21 June 2018 - Sheffield Hallam University, Sheffield

Coaching when adopted by Careers Practitioners can be transformational in providing Careers Information, Advice and Guidance as it fosters independence, accountability and subsequently informed decision making. Career coaching will provide

an opportunity to explore the topical 'Growth Mindset' (Carol Dweck) and identify how it dovetails with coaching and can actively develop resilience and facilitate self-improvement.

We will explore how Career Coaching goes beyond advice and guidance by using the language of possibility through powerful, higher level, questioning and by moving through cosmetic and conversational listening to achieve deep and active listening. This practical course will identify Coaching models which have been proven to bring about dynamic and sustainable change for clients, for example the Boyatzis Model of Intentional Change effectively facilitates Career Coaching as it is a client led model.

We will identify how Career Conversations when underpinned by a coaching methodology go further than advice and guidance as it facilitates commitment, motivation and accountability. We will have the opportunity to practice career coaching skills and techniques and identify how we can enhance our existing practice. Finally using the GROW (John Whitmore) coaching model we can implement our new learning through identifying our next steps. [Book your place through the CDI website.](#)

Master Class - How Do I Improve My Career Guidance Interviews? (Morning Session)

Friday 29th June 2018 - Central London

Do we hear what the client is really saying? How do we assist them in recognising and addressing potential barriers? How do we cope with failure to move on?

This half-day master class will focus how we can support our clients in exploring what they really want from their career and taking control of their direction of travel. This session will include lots of ideas and skills you can easily adapt to improve your career guidance interviews. [Book your place through the CDI website.](#)

Master Class - Exploring New Theories in Careers Guidance (Afternoon Session)

Friday 29th June 2018 - Central London

Can we really plan for the future? Or is the concept of 'career choice' merely an illusion with opportunity dictated by the labour market?

This half-day master class takes us beyond matching to consider career management theory that can accommodate a world of uncertainty and chance. During the this master class we will explore new theories of career guidance, identifying skills and approaches which you can adopt to develop your career guidance delivery/style. [Book your place through the CDI website.](#)

National Career Education and Learning Conference 2018

Thursday 12th to Friday 13th July, at the University of Derby, Enterprise Centre

The CDI in partnership with the International Centre for Guidance Studies (iCeGS) is pleased to announce the dates of the first annual Career Education and Learning conference.

Key features of the conference:

Keynote speakers focusing on the Gatsby Benchmarks

Four workshop slots offering 16 different workshops

An exhibition

A poster session for students

A conference dinner

The event coincides with the recent launch of the Governments Careers Strategy and Statutory Guidance for career guidance.

The government has set out their definition of career guidance as meaning the full range of interventions that support young people to make choices and develop their careers. This conference will explore all aspects of what has been previously referred to as careers education, information, advice and guidance.

[Click here for more information.](#)

CDI Webinars

Please note that all webinars are *free of charge* to all CDI members.

Underpinning CIAG with an Evidence Base: Information into Intelligence

Monday 23rd April 2018 14:00 - 15:00

[Book your place on the CDI website](#)

Navigating UCAS

Tuesday 24th April 2018, 14:00 - 15:00

[Book your place on the CDI website](#)

Digital Career Management

Monday 30th April 2018 16:00 - 17:00

[Book your place on the CDI website](#)

Independent Career Development Practitioners and GDPR – are you legal?

Friday 11th May 2018 12:30 – 13:30

[Book your place on the CDI website](#)

Approaches to supporting staff to embed a coaching approach when delivering CIAG services

Tuesday 15th May 2018 15:15 - 16:15

[Book your place on the CDI website](#)

STEM careers: Inspiring Opportunities for School Leavers

Wednesday 23rd May 2018, 14:00 - 15:00

[Book your place on the CDI website](#)

Effective Personal Statements and Supportive References

Wednesday 6th June 2018, 14:00 - 15:00

[Book your place on the CDI website](#)

Other Events

Supporting 14-19 Transitions to Education and Work

Wednesday 18th April 2018, 09:30 – 13:30, [UCL Institute of Education](#), Central London

Organised in conjunction with [UCL Institute of Education](#), Centre of Post 14 Education and Work, this half-day event sets out to provide participants with the opportunity to explore effective ways of supporting young people to make successful transitions from schools and colleges in to work or further education. This half-day conference will be of particular interest to CEIAG leaders and practitioners, leaders and practitioners from 14-19 providers, key stakeholders in 14-19 education, policy makers in this field plus researchers. There is a charge of £50 to cover costs.

Free course for CDI and Career Mark members - Achieving the Quality in Careers Standard through Career Mark

Thursday 19th April 2018 - 10am - 3pm at Futures Advice, Skills and Employment, Nottingham NG7 6JN

This free training event will help participants to understand the requirements of the Quality in Careers Standard provided by the Licensed Awarding Body Career Mark. The course will highlight all the elements required in an effective career guidance programme needed to achieve the award. The course will also provide examples of good practice to help develop best practice in their organisation and to evidence it, as well as provide hints and tips for producing an effective portfolio. To book your place on the training please contact Claire at contact@careermark.co.uk

3rd Annual Complete Careers Guidance Network Conference

'Upskilling Your Work Force for the new Careers Statutory Duty'

Wednesday 25th April 2018 - 9.30am- 4pm location Newark Nottinghamshire

Aimed at Career Leaders and professionals across England for only £95 per delegate (with reductions for additional delegates from your organisation) this training event will focus on what the training needs and implications are of the new Careers Strategy and Statutory Guidance and how you and your organisation can address these.

With speakers invited from the Careers and Enterprise Company, The Gatsby Foundation, and Apprenticeship organisations, plus a range of resource and training providers represented including the CDI, this will be great event. For further information or to book your place please contact: Claire at: enquiries@complete-careers.com Places are limited so act now to reserve your place.

Medical School Admissions Seminar: Prepare your students for Medical School

[Kaplan Test Prep](#) is holding a Medical School Admissions Seminar for school advice and guidance team members on 26th April (London) and 3rd May (Birmingham).

These seminars will provide a day of networking, learning, and information by experts in the Medical School admissions field, whilst also equipping you to answer student questions about the Medical School admissions tests.

To register, visit <http://bit.ly/MATS18>, or contact mia.olorunfemi@kaplan.com for more information. £10 early bird tickets close on 1st February. If you cannot attend, join Kaplan's mailing list for key UKCAT/BMAT updates: bit.ly/KaplanMailingList.

UWS MSc Career Guidance and Development Masters Dissertation Route Information and Research Event

Friday 11th May; 9am - 12pm UWS

UWS will be hosting an information and research sharing event, to promote the masters dissertation route of the Career Guidance and Development programme. They currently have over 20 students registered, from across Scotland, the UK and Europe, who are completing their dissertation on contemporary labour market issues, career guidance frameworks, tools and techniques, career decision making, and equality, diversity and inclusion in career guidance and development practice. Information on their research will be shared, with some students also speaking on the day.

The session will include details about how to enrol for the standalone dissertation module, costs, duration and further information and the schedule is available on the Eventbrite Booking page at <https://uwscgdmseventmay2018.eventbrite.co.uk>
For more information, contact emma.bolger@uws.ac.uk

iCeGS 20th Anniversary Conference - The Enterprise Centre at University of Derby **“Imagining new perspectives on work – the role of career development in shaping futures.”**

Wednesday 23rd and Thursday 24th May 2018

The event aims to examine how the concept of work might develop and evolve over the next decade and in conjunction with this how the role of career development practitioners might need to adapt to continue supporting individuals in the future. Themes will include globalisation, social change and technology.

Keynote speakers include: Professor David Blustein, (Boston College, USA), Dr Phoebe Moore (University of Leicester), Dr Deirdre Hughes OBE (University of Warwick), Professor Tristram Hooley (University of Derby), and Dr Siobhan Neary (Head of the International Centre for Guidance Studies, University of Derby).

The Conference Programme and Booking information can be found on the iCeGS Website, and following Link: <https://www.derby.ac.uk/enterprisecentre/events/icegs-conference/>

5th International Conference on Employer Engagement in Education and Training: 2018

Social mobility, industrial and skills strategies, post-Brexit: What role can employer engagement and technical education play?
Thursday 5th and Friday 6th July 2018, [The BEIS Conference Centre, London Westminster](#)

Confirmed keynotes include:

1. **Rt Hon. David Laws** - Executive Chairman, Education Policy Institute

Russell Hobby - CEO, Teach First

Carl Ward - President, Association of Schools and College Leaders

Dr Anthony Mann - Senior Policy Analyst, OECD

Dr Deidre Hughes OBE - Associate Fellow, University of Warwick

[Download the conference programme](#) [Download the conference flyer](#)

Research & Reports

Intake of Russell Group Universities skewed towards areas of advantage

Research by the Higher Education Policy Institute has revealed that the intake in many Russell Group universities is heavily tilted towards those from advantaged areas. This is because some universities have a high Gini coefficient, which is a measure normally used to assess income inequality. The University of Cambridge was found to be the most unequal university as their students tend to come from the most advantaged areas. Professor Martin, the report's author, said “If innate talent and capability were distributed evenly across the population...students from all areas would be distributed evenly across institutions with different characteristics”. Read the report [here](#).

Workforce Challenges In The UK

The impact of Brexit, falling net migration and an ageing population are set to cause significant UK workforce changes by 2025, according to a study from consulting firm Mercer. The study showed that the UK's available workforce is projected to increase by 820,000 (2.4%) in 2025, a fall from the 9% figure in the 10 years to 2015. Mercer added that, for the first time in half a century, the overall population will be increasing at a faster rate than the workforce, creating long term structural challenges for the economy.

Soaring demand for health and social care sector will also leave 110,000 additional workers available to drive growth across the rest of the UK economy by 2025. This contrasts with figures for the ten years to 2015, which saw an additional 2 million workers for other sectors.

According to Mercer, there will also be a significant shift in age demographics across the workforce. Projections suggest that

over the next eight years there will be 300,000 fewer workers under the age of 30 and 1 million more over 50 in the UK as a result of falling net migration and ageing baby-boomers. "This is likely to have a particular impact on London, whose economy is heavily dependent on young and migrant labour," the study stated. Mercer forecasts that London's resident under 30 worker population will fall by 25%, whilst over 50s will increase by 25%.

Resources

UniTasterDays.com: Free resource for colleagues to book university events for their school groups

Careers colleagues interested in building university links for their school or college, and arranging university visits for students, and activity relating to Gatsby Benchmark 7, will be interested in the free resources at UniTasterDays.com. UniTasterDays have joined The CDI as an affiliate organisation, and their website, [UniTasterDays.com](https://www.unitasterdays.com), allows colleagues to [search](#) over 1,000 events for their school groups, or [request](#) bespoke university events (including careers fair support) directly from universities through the UK. For advice relating to building university links at your institution, please contact Jon Cheek at UniTasterDays, using jon@unitasterdays.com

Opportunity to learn more about HR

The CIPD has partnered with Futurelearn, the global digital learning platform, to deliver a free five-week online course in HR Fundamentals. This course will offer learners an effective introduction to HR, providing a solid foundation on which to develop their skills and professionalism further through practice and additional learning and resources. Topics covered in the course include:

1. How HR helps organisations achieve their business goals
2. How HR uses data to make decisions
3. How people are hired, and how to do it in the right way
4. How to get the best out of people and why this is important for a business
5. The different ways to reward people, and how to do it fairly

Students can register [here](#) for the 16th April start date, or sign up for notifications for future dates.

ICE launches new video to promote careers in civil engineering

The Institution of Civil Engineers has launched a new film for teenagers to highlight careers in civil engineering. 'What's your story' takes the viewer on a magical journey through our modern world built and designed by civil engineers, with a few surprises along the way. Watch the film: <https://www.youtube.com/watch?v=Rib0qYXsPY>

International

OECD declares 14% jobs highly automatable

The Organisation for Economic Cooperation and Development (OECD) have declared that 14% of jobs in OECD countries are "highly automatable". The risk of automation to workers, states the report, will "mainly affect jobs in the manufacturing industry and agriculture" while jobs that require professional training and tertiary education decrease the likelihood of automation. Read the article [here](#)

Get Involved

Media opportunity for qualified careers advisers

Introducing the WOW Show - a new world of work broadcast service for all schools

City & Guilds, the Edge Foundation and B&CE Charitable Trust are sponsoring a new and entertaining 30-minute broadcast for schools and colleges. It presents fascinating fresh perspectives on major employment sectors helping schools achieve the Gatsby benchmarks. It is being produced by leading film-makers and journalists from the UK Creative Industries with access to some of the most important industries and career opportunities for young people.

The producers are keen to involve professional careers advisers in the construction of the show ensuring it offers students the best possible guidance on the progression pathway options available. If you are interested in taking part and/or finding out more, please contact: Bill.Hayward@livelabmedia.com

[New DfE soft skills project – get involved](#)

The Department for Education has launched an exciting project looking into how young people can better articulate the 'soft' skills they've gained through extra-curricular activities. These activities can be formal, such as the Duke of Edinburgh Award, or informal, such as caring for a relative.

As an employer of young people, your opinion on this area would provide valuable insight for our project. Take [our short survey](#) to get involved. As a thank you, everyone who takes part will have a chance to win a £50 Amazon voucher (three up for grabs).

[Dip CG reunion – class of 1977](#)

The class of 1977-78 from the DipCG Newcastle Poly are having a 40 year reunion on 28th July in Newcastle. Saied, Steve and Rose are already signed up. Seeking Greg Johnson, Stuart McCubbin, Ian Dick(son) and others. Please contact Gill Sharp for details gm_sharp1@btinternet.com

Careers in Careers

[Careers in Careers Recruitment Board](#)

[Careers in Careers](#), is the dynamic jobs board for people who want to work in the careers sector. This website provides instant access to a huge number of career-related jobs, not available before in one location.

We currently provide this service free for all job seekers.

Below we have listed just a few of the **38** jobs on [Careers in Careers](#) this week.

[Careers Adviser x 4](#)

Skills Development Scotland – Various, Scotland, United Kingdom

2 days ago

[Careers Adviser](#)

Skills Development Scotland – Inverness, Scotland, United Kingdom

5 days ago

Spotlight

[IAG Team Leader](#)

Hertfordshire County Council – Apsley, South East England, United Kingdom

24 days ago

[Careers and Employability Consultant \(Learning and Teaching\)](#)

The Open University – Milton Keynes, East Midlands, United Kingdom

24 days ago

[Head of Careers and Employability](#)

University of Plymouth – Plymouth, South West England, United Kingdom

27 days ago

[Careers Consultant](#)

Imperial College London – London, Central London, United Kingdom
27 days ago

Careers Adviser

University of Leeds – Leeds, Yorkshire and the Humber, United Kingdom
27 days ago