



## Student Conference: Scotland

Friday 26<sup>th</sup> February 2021  
09:45 – 16:30

Virtual via MS Teams  
Link will be provided

### Overview

The Career Development Institute, Edinburgh Napier University, University of the West of Scotland, and Skills Development Scotland are delighted to announce a collaborative Student Conference.

This builds on and amalgamates the CDI Student Conference Scotland and the UWS/ENU/SDS Research Symposium and in addition offers a broad CPD opportunity for selected practitioners in the sector in Scotland.

The Conference theme is **Responding to COVID-19: Changing labour markets, changing practice** and is presented by a range of expert keynote speakers and workshop presenters.

### Audience

- Full and part-time students undertaking the Post Graduate Diploma In Career Guidance and Development /Qualification in Career Development at Edinburgh Napier University and the University of the West of Scotland.
- Selected staff from Skills Development Scotland (SDS).
- Invitees from across the sector in Scotland.

There are a maximum of 80 places for this event.

### Cost

The event is *free* for QCD students, selected SDS staff and CDI members in Scotland.

## Programme

09.50 **Welcome and outline of the day.**  
**Dr Peter Robertson** (ENU).

10.00 **Keynote 1**  
**The practicalities of safe and ethical use of web videoconferencing for personal careers guidance**

The CDI issued a position paper on Web videoconferencing in 2020. In the current climate, Zoom, Team and Skype guidance have become commonplace for delivering personal and group career guidance and information. This session will try to answer your questions and concerns, exploring some of the key elements of good practice, around environment, security and confidentiality, recording of sessions, safeguarding and other practicalities to consider. It's important for everyone that practitioners adopt safe and ethical approaches. We will also discuss some useful further resources

**Michael Larbaestier:** Head of Digital Product Innovation at The Career Innovation Company and CDI Project Associate (Digital Learning)

10.45 **Parallel Workshops led by PhD/MSc Research Students:**

- 1. Co-creation of knowledge in career development.** Marina Milosheva (ENU)
- 2. Meta skills development.** Katherine Stephen (ENU)

11.15 **Break**

11.45 **Keynote 2**  
**Skills Development Scotland's online/remote services and response to Covid-19**  
In this session, Sandra and Alex will look at Scotland's national careers service and SDS' approach to transforming the service throughout the pandemic to ensure customers in all areas of Scotland continued to receive high-quality CIAG. Firstly, they will give an overview of CIAG Services within SDS and the related implications of Covid. Sandra and Alex will go on to describe the key processes, partnerships and technology that enabled SDS' to continue service delivery against the odds, while also balancing the challenges faced when designing new solutions for online/remote service delivery. Sandra and Alex will conclude by highlighting additional developments and activity across CIAG that demonstrates SDS' commitment to a blended model of service delivery that strengthens our capacity to meet the evolving needs of customers going forward.

**Sandra Cheyne** – National CIAG Lead – Policy and Professional Practice, Skills Development Scotland

**Alex MacDonald** – National CIAG Manager – Policy and Professional Practice, Skills Development Scotland

12.30 **Parallel Workshops: Social Justice**

**1. Family Background and Career Decision-Making.** Emma Bolger (UWS) and Jens Boernemyer, [Karriereservice.de/University of Southern Queensland](https://www.karriereservice.de/).

**2. The Capability Approach.** Dr Peter Robertson (ENU)

13.00 **Break**

14.00 **Symposium: Covid-19 and the new work realities: Implications for career guidance**  
**Rebuilding Work: Lessons from the Pandemic**  
**Professor David L. Blustein, Boston College USA**

The COVID-19 pandemic has been a game-changing event, particularly for those who have lost their lives, their family members, their livelihoods, and their hope for the future. Societies have been transformed by COVID-19 in ways that are still far from being understood. As policy experts, government leaders, and other advocates consider how to rebuild our wounded and grieving societies, serious attention needs to be devoted to how the institution of work should be revamped in the wake of the massive job disruptions that are endemic to this crisis. This presentation focuses on rebuilding work from the vantage point of working people, students, and career professionals. What does research and theory tell us about how work can be constructed so that it is decent, dignified, stable, and secure? This presentation will propose a framework that can optimally contribute to the rebuilding of work. The presentation will conclude with implications for career guidance

**Where now for career guidance as we move into the post-Covid world?**  
**Professor Tristram Hooley, University of Derby/ISE**

Covid has rearranged our lives and careers. The delivery of education has been disrupted and the labour market profoundly shaken. But the development of multiple vaccines suggest that an end is in sight and that we may be finally moving into the post-Covid world. Career guidance, along with most other social and educational activities, has experienced a profound transformation over the last year. The shift to digital provision, the radically changing context and the tightening of the relationship between individual careers and politics have meant that it has been a year of innovation and transformation for the field. But, now we have a vaccine, is this all over. In this presentation Professor Tristram Hooley will reflect on the last year and consider what a new normal might look like for career guidance.

15.30 **Break**

15.45 **Keynote 3**  
**Theories for Post-Covid Career Development**

In this session Julia will introduce some theories which may be of particular value in our work post-Covid. First, acknowledging that many will have lost their jobs as a result of the pandemic, she will describe *post traumatic growth*, and discuss how this has been applied to career development, highlighting the factors that help people to emerge from job loss feeling more positive about their careers. Julia will then discuss *psychological career resources* and *psychological capital*, frameworks which describe the skills that people can develop to help them to manage their career paths. Finally, she will introduce *Acceptance and Commitment Therapy*, a new approach for managing anxiety and pursuing values-driven career goals.

**Dr Julia Yates, Senior Lecturer in Psychology, City University**

16.30 **Closing remarks. Claire Johnson, CDI Professional Development Manager.**

## Workshops

### PhD/MSc Research Student: Parallel Workshops

Delegates will be able to select one from the following on the day:

#### 1. Co-creation of knowledge in career development: Innovation in the face of change

Knowledge co-creation is a primary source of innovation and resilience in organisations, yet little is known about how career knowledge is co-created in career settings. This session will present the findings of a pilot study of the meanings and practices of career knowledge co-creation in a sample of career practitioners working at Skills Development Scotland that was completed earlier this year. The significance of socialisation, information behaviours, and technology use in career knowledge co-creation will be reviewed, and the policy relevance of the research will be considered in the context of the success conditions for career knowledge co-creation observed at SDS.

**Marina Milosheva, research student, Edinburgh Napier University**

#### 2. Meta skills development in the workplace

In 2018, SDS published their 'Skills 4.0' paper outlining the metaskills that would be necessary for people to navigate the labour market of the near future. These metaskills are not technical knowledge, but the application of our understanding of ourselves, how we learn, and how we fit in to the world. In this workshop, I discuss my PhD progress on the topic of metaskill definitions and development, and the methods I am using to assess and evidence these more 'human' skills, for ourselves, for our clients and for future employers.

**Katherine Stephen, research student, Edinburgh Napier University**

### Social Justice: Parallel Workshops

Delegates will be able to select one from the following on the day:

#### 1. Family Background and Career Decision-Making

**Description to follow**

**Emma Bolger, University of West of Scotland, and Jens Boernemyer, Karriereservice.de/University of Southern Queensland.**

#### 2. The Capability Approach

This workshop will introduce the Capability Approach. This is inspired by the work of economist Amartya Sen. It offers a way of looking at social and economic problems that emphasises freedom and social justice. This presentation will draw on a recent special section on the

Capability Approach to career guidance in the *International Journal of Educational and Vocational Guidance*. Key features of the Capability Approach will be introduced, together with some criticisms of it. The implications of the Capability Approach for career guidance practice will be highlighted.

**Dr Peter Robertson, Edinburgh Napier University**

### Key Note/Symposium Speaker Biographies

**Michael Larbalestier** is a digital learning and innovation specialist with a long history of involvement as a careers practitioner in delivery and development of careers activity. He currently works for The Career Innovation Company and also acts as a CDI Project Associate, championing digital learning.

**Sandra Cheyne and Alex MacDonald** lead and manage the National CIAG Policy and Professional Practice agenda within Skills Development Scotland. They are responsible for the strategic development, influence and management of modern career information, advice and guidance policy and practice; whilst also advocating for the reach of the Career Management Skills Framework for Scotland.

As a National CIAG Policy and Professional team within SDS, they have been responsible for instigating and developing new professional pathways to encourage diversity and growth of young talent into the career guidance profession in Scotland. They are also responsible for service offer development, quality management and improvement for key customer groups via professional development learning and resources. Sandra also leads the CIAG Equalities agenda and Child Protection/Vulnerable Adults protective layering

Both hold several strategic relationship roles for SDS. As members of the Scottish Government's Steering Group for the CIAG Strategy: Moving Forward 2020, they are committed to the critical role that accessible, modern, professional practice in career guidance has and the central place career management skills play in enabling all to realise their full potential.

**David L. Blustein** is a Professor and the Duganne Faculty Fellow in the Department of counselling, Developmental, and Educational Psychology at Boston College. David is the author of *The Psychology of Working: A New Perspective for Career Development, Counselling, and Public Policy* and the recently published *The Importance of Work in an Age of Uncertainty: The Eroding Experience of Work in America*. He also has contributed numerous articles and book chapters on psychology of working theory, unemployment, career counselling, career development education, decent work, relationships and work, and other aspects of the role of work in people's lives. David has consulted with national and international organizations, such as the International Labor Organization, OECD, and the United Nations Development Program. He also has given keynote addresses in Portugal, Poland, Italy, Iceland, Israel, Turkey, New Zealand, Australia, Switzerland, and China. He also has served as a practicing counselling psychologist providing work-based and career counselling as well as psychotherapy.

**Professor Tristram Hooley** is Professor of Career Education at the University of Derby. He has something of a portfolio career and also acts as Chief Research Officer at the Institute for Student Employers and Professor II at the Inland Norway University of Applied Science. He is interested in career, career guidance, policy, technology and schools. He writes books, articles and reports as well as the Adventures in Career Development blog at:

<https://adventuresincareerdevelopment.wordpress.com/>

**Dr Julia Yates** has worked in the field of careers for 20 years as a practitioner, manager, trainer and writer. Julia is now a senior lecturer in the psychology department at City, University of London, teaching on their MSc in Organisational Psychology. Before this she worked for the University of East London and developed and ran a MSc in Career Coaching. Julia is a Fellow of the National Institute of Career Education and Counselling. Julia's research interests are in career decision making, the experiences of those facing barriers in the workplace and the integration of careers and coaching. Julia is passionate about the links between research and practice. She is the author of two career coaching books, *The Career Coaching Handbook*, published in 2014 and a companion guide, *The Career Coach's Toolkit*, published in 2018.