

At the Cutting Edge-Research into Practice

The implications of digital transformation for careers work- what does the future hold, what are the opportunities, and are we ready for it?

Tuesday 30th June– Online Meeting using Zoom 3.30 – 5.20 pm

Twice each year NICEC and the Career Development Institute collaborate on a *Cutting Edge* event for practitioners. This session seeks to share examples of how digital transformation is impacting the way careers support and services are being provided. We will challenge careers practitioners to consider how client expectations and behaviour is influencing how and when they want to ‘consume’ careers guidance and information. We’ll also consider the theoretical and practical implications for career practitioners of the shift towards digital.

Programme

3.30-3.40 pm

Welcome and introduction: Michael Larbalestier, NICEC/CDI

3.40-4.00 pm

The digital literacy skills of career practitioners

Nicki Moore, University of Derby: Nicki will share recent research, sponsored by the CDI which explores the use of digital technology across the career development sector. In 2010, the Career Profession Task Force indicated that one of the implications of the growth in the use of digital technology in the sector would be to understand and develop the skills needed by practitioners to exploit technology to the maximum. The research was established as part of the Career Development Institute’s Digital Strategy and was predicated on the need to develop support and training programmes across the sector. The research found that the use of technology is not just commonplace but crucial in delivering career services. Research participants are using applications to be more effective and efficient in the way they conduct their business but are also using a wide range of applications to support their clients. These developments are not without issues however and the research makes recommendations which have implications for practitioners, those who employ them and for policy makers alike. The presentation will explore a topic which is fascinating for some and worrying for others.

4.00-4.20 pm

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, The University has created its very first online careers course, Career Smart, hosted on the FutureLearn platform. This course aims to support those students graduating in 2020 during the summer before they begin their final year and encourages students to think earlier about their transition into the world of work, whilst providing careers advice 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. In this workshop, Daniel Mitchell (one of the lead educators) will tell you all about their story – from initial idea to launching the course. He will give you a guided tour of what the course looks like, the response from students and academics and you'll hear how the team developed their digital skills along the way. Daniel will share the very latest stats on how this new initiative is impacting on their careers registration data.

4.20-4.25 pm

Short break

4.25 – 4.45 pm

Can on-line career courses really make a difference? What is the evidence?

Rosemary McLean, NICEC: Learning from a UK Government funded 'proof of concept' trial looking at the impacts of a ten-week online career development course 'Be Bold in your Career' within SME law firms. Independent evaluation was conducted by the Institute of Employment Studies, key findings will be shared and implications for providing on-line career support in the workplace.

4.45-5.00 pm

Break-out discussion groups

We will invite small groups to explore the implications and challenges arising from what they have heard this morning and the skills development participants feel they need in order to apply what they have learned and bring digital approaches to life in their careers work.

5.00-5.20 pm

Plenary Review

Michael LARBALESTIER CDI/NICEC: In this closing session we will invite feedback from discussion groups and hear responses from our panel.

About NICEC

NICEC is a Learned Society with a network of Fellows, in the UK and abroad, who are career education and counselling researchers and practitioners drawn from a wide range of settings. Fellows believe passionately in improving policy and practice through discovering and sharing evidence and developing career education and counselling theory. We share our knowledge and learn from others through our Seminar series, the NICEC Journal and our publications. There are close working links with the CDI including through the delivery of two Cutting Edge events each year.

Contributor Profiles

Michael LARBALESTIER

Michael is a digital learning and innovation consultant, with a background in career guidance and coaching. He has designed and delivered classroom-based learning, digital and blended learning experiences for a range of audiences. In his consultancy work he helps organisations review products and services, developing digital solutions built around the needs of their customers.

Rosemary McLean

Rosemary is a registered Career Practitioner and Chartered Occupational Psychologist with many years' experience in the careers field. She now enables organisations to develop and shape career development strategy to support business goals and align individual aspirations and passions with internal opportunities.

Her consultancy work within Career Innovation Ltd is international, increasingly virtual, and underpinned by research. She also designs and delivers career development workshops, and has recently been involved in developing a next generation on-line careers tool platform to scale up careers support.

Daniel Mitchell

Daniel Mitchell works as a Careers Consultant for the University of Reading leading on their Finalist engagement initiative, which aims to raise the ambitions, skills and ability of their final year undergraduate students by engaging them in a range of new activities. As part of his role, he also supports students from the School of Literature and Languages, which includes subjects covering English Language, English Literature and Modern Languages. Daniel has worked in Careers for just over four years and previously managed an employability award and research internship scheme and it was in this role that he received an AGCAS Award for being an Outstanding Newcomer in 2017. He is currently working towards his Postgraduate Diploma in Career Guidance and Development at the University of the West of Scotland.

Nicki Moore

Nicki has worked in many roles across the career development sector for 24 years including as a practitioner, researcher and teacher. Nicki holds the post of Senior Lecturer in Career Development at iCeGS. She currently leads the continuing professional development strategy for iCeGS and is the programme leader for the Masters in Careers Education and Coaching. Nicki has also written a number of professional guides for those practitioners working in an operational context most recently to support the widening participation agenda. Nicki is currently a member of the CDI Board where she leads on the Digital Strategy. She is a Legacy Fellow of the Career Development Institute a Senior Fellow of the Higher Education Academy and a NICEC Fellow.

Booking onto this event

At the Cutting Edge-Research into Practice events, are presented by NICEC and administered by the CDI. CDI Members and NICEC Fellows are invited to attend *free of charge*.

Places are limited to 90. Please book through the CDI website to receive the joining link.