

Changing boundaries: career, identity, and self

An international conference on research, practice
and policy in career development

NICEC

16 - 17 April, 2019

Chancellors Conference Centre

Manchester, UK

How do we reinvent careers for the 21st century? The volatile, uncertain, complex and ambiguous world - and more specifically the anticipation of the changing post-Brexit landscape in April 2019 - brings into sharp focus the way that previously unplanned events can alter our view of ourselves, our identity, and our career development.

As the UK and Europe enter a period of transition we are reminded how many types of transition are navigated through career development: from education to work; the spatial and geographical; youth and aging; new conceptions of gender; socio-cultural shifts; etc.

This conference will explore the ways in which boundaries are

changing and what the implications might be for theory, practice and policy-making in career development in a world where once taken-for-granted assumptions are being challenged.

Aim

To share perspectives on current and changing relationships between theory, practice and policy in career development.

Objectives

Participants will have the opportunity to explore, discuss and think about a range of questions including:

- Current change and what is pushing at the boundaries of

thinking about career development?

- What influences career identity and the self?
- Can disruption be fruitful?
- What does the future of work look like?
- What conceptualisations of career will be needed?

Themes

The conference be organised around three broad themes reflecting NICEC's focus on the relationship between policy, research and practice:

- Changing context for work and career
- Shifting themes and concepts
- Innovating practice

Dr John Amaechi OBE is an organisational psychologist who helps individuals and organisations to improve communication, leadership and culture as a way to grow, improve performance and achieve goals. His psychological insight helps people understand the barriers to



achievement and overcome them, transforming and inspiring. He was awarded an OBE for work in the voluntary sector in 2011. In addition to running his own

international strategic performance consultancy Amaechi Performance Systems, John is also a Research Fellow at the University of East London and currently holds various board and trustee positions.

Professor Rie Thomsen is Professor of Career Guidance at Aarhus University. She is the scientific coordinator of the university's Guidance Research unit. Her research revolves around lifelong career guidance practices and policies with a special interest in the role of communities and in organisational, leadership and social justice aspects of career guidance provision. Since 2005, Rie has published more than twenty articles in peer-

reviewed international journals. She has authored six books and co-authored thirteen. She is the scientific coordinator of the European Doctoral Programme in Career Guidance and Counselling (ECADOC). In



2013, Rie was awarded the Danish National Guidance Award for her research and research communication and in 2016 she was appointed International Fellow by the National Institute for Career Education and Counselling (NICEC) in the UK.

Dr Mary McMahon is an Honorary Senior Lecturer in the School of Education at The University of Queensland where she taught career development and narrative



career counselling. She is a developer and co-author of the internationally known Systems Theory Framework of Career

Development and is particularly interested in applications of systems thinking and systems mapping to career theory, research and practice. Mary researches and publishes on career development across the lifespan, narrative career counselling, and qualitative career assessment.

Professor Michael B Arthur writes on how the individual career owner can succeed in a turbulent world. He is a Visiting Professor at Cranfield School of Management, an Emeritus Professor of Management at Suffolk University, Boston, and a developer of the ICCS Career Exploration System. His most recent book is *An Intelligent Career: Taking Ownership of Your Work and Your Life* (Oxford University Press, 2017/18). He



writes a regular column on career ownership for Forbes.com. His earlier books include the *Handbook of Career Theory, The Boundaryless Career, The New Careers and Strategy Through People*. Born in Hartlepool, Michael now lives in Andover, Massachusetts, USA.

Plenary programme Tuesday 16th April

9.00	Registration	Main foyer
9.30	Welcome Opening session Chair: Julia Yates	Flowers
10.30	John Amaechi, OBE <i>Building inclusivity in thought leadership and practice- the power of storytelling as a means for change</i> Chair: Rosemary McLean	Flowers
11.00	Coffee/tea and networking	Flowers foyer
11.30	Workshops A	See Workshops programme
12.30	Lunch	
1.15	Professor Rie Thomsen <i>Towards an Emancipatory Career Guidance</i> Chair: Tristram Hooley	Flowers
2.00	Workshops B	See Workshops programme
3.30	Coffee/tea and networking	Flowers foyer
4.00	Panel debate: <i>Shaping and shifting identities: in our lives, work and careers</i> Chair: Wendy Hirsh	Flowers
5.30	Close of day one	
7.00	Pre-dinner drinks and book signings	Flowers foyer
7.30	Conference dinner and award of Bill Law Memorial prize	Flowers

Plenary programme Wednesday 17th April

9.00	Registration	Main foyer
9.30	Dr Mary McMahon <i>Systems thinking and systems mapping: Possibilities for career theory, research and practice</i> Chair: Gill Frigerio	Flowers
10.30	Coffee/tea and networking	Flowers foyer
11.00	Workshops C	See Workshops programme
12.30	Lunch	
1.30	Professor Michael Arthur <i>A Message for Clients: Take Ownership of Your Career, Have a Better Time, and Build a Better World!</i> Chair: Janet Sheath	Flowers
2.30	Workshops D	See Workshops programme
4.00	Coffee/tea and networking	Flowers foyer
4.30	NICEC Closing session <i>Reflections and learning</i> Chair: Jane Artess	Flowers
5.30	Close of conference	Flowers

Workshop programme

Workshop A

Tuesday 16th April

11.30am - 12.30pm

Flowers	Griffiths	Lindsay	Morley	Spencer
<p>Graduate careers in context symposium <i>Fiona Christie (Chair), Andrew Morrison, Charlie Ball, Nalayini Thambar, Gill Frigerio.</i></p> <p>Graduate labour market: theoretical debates</p> <p>Graduate careers and transitions</p> <p>Professional and organisational issues relating to employability</p> <p>Careers professionals evolving into researchers</p>	<p>Exploring Nordic career guidance symposium. <i>Rie Thomsen (Chair)</i></p> <p><i>Rosie Alexander, Elisabeth Holm, Deirdre Hansen and Kistara Vahl:</i></p> <p>Approaches to careers guidance in the Nordic Self Governing regions – a case study of Greenland and the Faroe Islands</p> <p><i>Tristram Hooley:</i></p> <p>Pining for the fjords. International impressions of the Nordic education, employment and career guidance systems</p>	<p>Reflective processes <i>Helena Kostolova:</i></p> <p>Improving Czech career counselling provision from the bottom.</p> <p><i>Angela Vesey and Anne Owen:</i></p> <p>Changing the boundaries of career identity through reflection on performance and possibility.</p> <p><i>Sabiha Patel Rashid:</i></p> <p>How career practitioners can develop their cultural fluidity to achieve impactful sessions with their clients.</p>	<p>The Lambeth Cluster Project symposium <i>Michelle Stewart Claire Nix Juliet Williams</i></p> <p>CPD for those involved in careers work in schools</p> <p>Engagement with employers from a local authority perspective</p> <p>Evaluation and key findings</p>	<p>Postgraduate transitions to employment for autistic students symposium <i>Keren Coney,</i></p> <p>Trends over time: an analysis of Destinations of Leavers from HE outcomes for autistic students</p> <p><i>Jonathan Vincent (chair),</i></p> <p>“I’m asking for understanding, I’m asking for help”: a qualitative study of the transition to employment for autistic students and recent graduates</p> <p><i>Chris Ashwin</i></p> <p>Bath Employment Spring School for Autism: a case study of emerging positive practice</p>

Workshop B

Tuesday 16th April

2.00pm - 3.30pm

Flowers	Griffiths	Lindsay	Morley	Spencer
<p>Career Practitioner identity <i>Jenny Bimrose:</i> Changing professional identities of career practitioners: integrating labour market information and technologies into practice</p> <p><i>Siobhan Neary:</i> Who are the careers workforce – what do they look like?</p> <p><i>Elizabeth Kaiser:</i> Self-employment in the career development sector: the importance of the entrepreneurial mindset</p> <p><i>Corinne Holden:</i> Um, err, ahh... career practitioners' perceptions of weight.</p>	<p>Innovative practices <i>Laura Walker:</i> What are the most important features of 'late career reinvention' coaching - a grounded theory study to inform coaching practice</p> <p><i>Hazel Reid:</i> Narrative career counselling: there's more than two people in the room</p> <p><i>Laura Brammar and Katrina Lezova:</i> How can creative practice facilitate reflection on career self-learning and why does it matter in the fourth industrial revolution?</p>	<p>New thinking about work <i>Tom Staunton:</i> Theorising the labour market</p> <p><i>Sarah Flynn:</i> Disrupting our norms – how delivering apprenticeships can challenge academic practice.</p> <p><i>Greg Swaysland:</i> Career visionaries of the visionless: how people with visual impairments perform their roles.</p>	<p>Concepts in career development <i>Pete Robertson:</i> Autonomy revisited</p> <p><i>Donald Lush:</i> Philosophy in career practices: the one over many problem</p> <p><i>Helen Cooper and Kate Mackenzie Davey:</i> Investigating career from a low skilled work perspective: developing a conceptual framework</p>	<p>Employability <i>Kate Daubney:</i> The Employability Value of What You Teach: redefining embedded employability in the curriculum</p> <p><i>Morag Walling:</i> Agile and responsive graduates: the role of theory in moving this concept forward</p> <p><i>Mark Yates:</i> Conceptualisations of employability from FE and HE at Writtle University College</p> <p><i>Lisa Ward et al.:</i> Finding your voice: enabling arts and humanities students to articulate their creative worth to employers in the changing environment of work</p>

Workshop C				
Wednesday 17 th April				
11am – 12.30pm				
Flowers	Griffiths	Lindsay	Morley	Spencer
<p>Innovative Practices <i>Jenny Bimrose and Gill Frigerio:</i> From theory to practice: lessons from projects integrating Career Adapt-abilities with career development practice</p> <p><i>Julia Yates:</i> Acceptance and Commitment Therapy in Career Coaching</p>	<p>How is data informing the HE careers landscape? <i>Brenda Welch</i> <i>Jai Shah</i> <i>Fiona Cobb</i> The value, implementation and evolution of uses (and misuses) of data within HE careers services from three professional perspectives: researcher, information manager and careers consultant.</p> <p><i>Dr Helen Zhu:</i> Data-informed practice to facilitate social mobility in HE: exploration in research methodology</p>	<p>Employability across Europe <i>Erik Zeltner:</i> One step ahead: boundaries and barriers and the career management of non-European graduates from German and UK HEIs</p> <p><i>Veronika Motlova:</i> Influence of a career development programme on forming a professional career for Czech undergraduates</p> <p><i>Ioanna Papavassiliou-Alexiou:</i> Career Management Skills Development in Higher Education: Case Study of an effective Course</p> <p><i>Theresa Thomson:</i> The impact of Brexit: values and emotion in career thinking</p>	<p>Schools, families and social justice <i>Jo Armstrong and Ann-Marie Houghton:</i> The multiple goals of career guidance policy and practice: some implications for work with young people from disadvantaged backgrounds <i>Annemarie Oomen:</i> Involving parents in careers work in secondary education: an educational innovation <i>Claudette Bailey-Morrissey:</i> The personal experiences of the role of careers leader and the support given to help prepare young people for the complex world of work <i>Emma Bolger:</i> Gendered career decision-making: adapting career guidance and counselling practice to the contemporary family structure</p>	<p>Geronto Guidance: Lifelong Guidance Gerón (greek): old man, elders</p> <p><i>Peter Plant</i> <i>Inger Marie Bakke</i> <i>Lyn Barham</i></p> <p><i>Rosie Gloster</i> Employers' views and practices in supporting employees in their mid-life to retirement</p>

Workshop D				
Wednesday 17 th April				
2.30pm – 4.00pm				
Flowers	Griffiths	Lindsay	Morley	Spencer
<p>Social justice symposium <i>Tristram Hooley:</i> The five signposts to social justice</p> <p><i>Anne Delauzan:</i> Change it up, change the system: exploring career development learning and social justice through action research.</p> <p><i>Mary McMahan and Jenny Bimrose:</i> Achieving social justice for women through career guidance: What will it take?</p> <p><i>Janine van Halpern:</i> Crossing the line: Drawing on norm criticism, discourse analysis and reflexivity to create 'flipped career guidance'.</p>	<p>What does it take to create diverse and ageless workplaces? Symposium <i>Rosemary McLean (Chair)</i></p> <p><i>Sharon Peake</i> Addressing the barriers that affect gender equality in organisations</p> <p><i>Rosemary McLean</i> Conceptualising career now we have 5 generations in the workplace</p> <p><i>Valerie Rowles</i> Helping mid-career adults to work with shifts in their identity</p>	<p>Career development in uncertain times <i>Cathy Brown:</i> Building career capital: helping workers to enhance career mobility within our uncertain times</p> <p><i>Eve Uhlig:</i> Adapt-ability to the rescue – managing career transitions in turbulent times.</p> <p><i>Ghazal Vahidi:</i> Contemporary career paths as conceptualised in the print media: a content analysis</p> <p><i>Sarah Flynn:</i> How do university programmes need to change to best prepare students for the imminent disruption to the changing context for work?</p>	<p>Place based career development <i>Rosie Alexander:</i> Place-based identity and engagement in career services</p> <p><i>Emily Reid:</i> Place-Identity in a 'Boundaryless' Career: narratives of lower socio-economic class students</p> <p><i>Eileen Cunningham and Fiona Christie:</i> Home and Away – what makes new graduates leave or stay in the North-West?</p> <p><i>Kay Taylor:</i> Cross channel careers: an exploration of the experiences of self-initiated British immigrants' careers in France support by STF.</p>	<p>Creative disruption <i>Christina Zourna and Ioanna Papvassiliou-Alexiou:</i> Drama in Education: an innovative career guidance method.</p> <p><i>Catherine Gruenberg and Kate Mackenzie Davey:</i> Changing boundaries: how sector switching can enable more fulfilling life choices.</p> <p><i>Tania Lyden:</i> Do career mentoring relationships disrupt career identity?</p>