

Event Programme



SUMMIT 2023

Monday 4 December
The Studio, Birmingham

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Exhibitors



University and Apprenticeship advice with UCAS coordination

Award winning careers platform to guide your students now includes WEX

UK CAREER DEVELOPMENT AWARDS 2023

WINNER

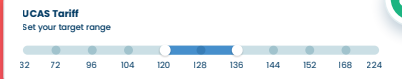
Use of Technology in Career Development



University-visit
Visit to Nottingham University

24 July 13:00
4 hours

Half day virtual visit to Nottingham to explore psychology



Home About me Choices Progress Joseph Stevens MORRISBY HIGH SCHOOL

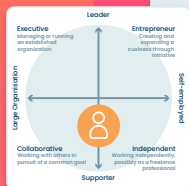
Hi Joseph, what to do next?
Compare the traditional aptitude assessments. This will give you a better understanding of your make up and how you tackle the problems.

Start now 25 mins

About me	My choices	Progress
Status: 10/10	Status: 10/10	Status: 10/10
My preferences >	Careers >	3/0 Lessons >
Aptitudes >	10/10 Courses >	4/0 Essential skills >
Personality >	10/10 Apprenticeships >	8/0 Action plan >
Study Interests >	10/10 Subjects >	0/0 Activities >

Activities View menu

- Volunteering meeting (8:00am-10am, 18 July) Register place
- Industry talks (10am-11am, 01 September) Register place
- Apprenticeship fair (10am-11am, 23 August) Register place



Overview

About the course
Why do you want to study this subject

Skills and achievements
What make you suited to succeed in this subject

Work experience
What experiences have you had that would help with this subject

Optional questions
Questions for mature or international students

Review
Look at your personal statement and then lock or share

PLYMOUTH UNIVERSITY

Optometry BSc(Hon) B510

Safe Target Stretch

Destinations info

- ✓ Career profiles
- ✓ University and course search
- ✓ Apprenticeships
- ✓ International study
- ✓ Vocational courses
- ✓ Safe, Target, Stretch shortlist

Sixth form toolset

- ✓ Study interests psychometric
- ✓ Personal statement
- ✓ Academic references
- ✓ CV Builder
- ✓ Predicted grades
- ✓ Intended destinations

Track participation

- ✓ Careers activity
- ✓ Open days
- ✓ Volunteering
- ✓ Work experience
- ✓ Action planning
- ✓ Gatsby Benchmarks & Skills Builder

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Foreword



David Morgan, *Chief Executive, CDI*



I am delighted to welcome you to the CDI Summit 2023.

This is a very special event, bringing together thought leaders from across the career development profession and the wider world of employment, skills, and social justice at a time when the world of work is changing at an ever more rapid pace.

With the impact of the COVID pandemic still being felt, a cost-of-living crisis, high economic inactivity, and growing youth unemployment, we are seeing short-term impacts on the labour market. Plus, we face longer-term challenges from ongoing skills shortages, growing global migration, the rise of AI and the need to shift to a net zero economy.

Career development can play a crucial role in guiding individuals in such a dynamic world, as well as helping address fundamental issues by linking the ambitions of the individual to the needs of the economy and society. But how does the profession need to evolve to fulfil its potential in this way?

Today's Summit is a step towards better understanding the changes facing the world of work, and exploring how the careers profession needs to adapt to address the issues and realise the opportunities that they present. Our fantastic keynote speakers will bring broader insight on the three key themes – the future skills needs, the changing workforce, and the AI/net zero economy – to inform discussion. Our panels of experts will debate these points and more, to draw out the key implications for the career development profession. Then the table discussions will enable all attendees to contribute to outline the actions we need to take as a sector to move forward.

It promises to be a fascinating day with a huge amount of interaction, discussion, and ideas. The aim is for the conversation to continue beyond today, as we work together to take forward many of the aspects raised at the event – in research, policy development, best practice and CPD and more.

I would like to thank all our speakers for sharing their expertise, as well as to our sponsors and exhibitors for their support for the event. And of course, to all of you attending today, for your enthusiasm for the debate and commitment to this amazing profession.

Best regards

David Morgan

Exhibitors



Technology Sponsors and Exhibitors



Morrisby, established in 1967, is a CDI award-winning careers guidance company (Use of Technology in Career Development 2023).

Using psychometric analysis, we offer both the Morrisby Profile service and a licence-based careers platform to schools and colleges with information on careers, courses, apprenticeships and universities.

You can manage Gatsby Benchmarks, Skillsbuilder skills, UCAS references, personal statements, CV development and now work experience, all in one place. Contact us to find out more by visiting www.morrisby.com.



Unifrog is the complete whole-school destinations platform.

Our mission is to level the playing field when it comes to students finding and applying successfully for the best opportunities for them. We want to revolutionise CEIAG so that every student - regardless of their background - finds their next best step.

We bring all the available information into a single, impartial, user-friendly platform to help students make the best choices, and submit the strongest applications. We also empower teachers to manage the progression process effectively to make sure Unifrog has a genuine impact in each of the 2,600 schools we work with.



Powered by CASCAID

CASCAID is a technology company that specialises in CEIAG. For over 60 years the business has been supporting public and private sector organisations to deliver careers and our latest platform, Xello, is designed to support young people to develop self-awareness, explore all their options and develop plans for future success. We support national and regional organisations, as well schools and colleges with specialist software that complements their careers programmes. Come and say hi at the Summit if you wish to learn more.

Exhibitors



Reed's digital careers programme Gateway to Work takes students on a journey towards employment:

Working on you – developing careers curiosity

Virtual work experiences – 16 authentic activity-led courses from top employers

Choose your pathway - explore options to help find the right route

Upskill in your field – students undertake 5 free courses to build their skillset

Get ready to work – practical advice to build CVs, succeed at interview and attend an AI Mock Interview



In the 50+ years since we first started out, Trotman has grown to become a renowned publisher with a wide range of titles written by leading contemporary careers education influencers. Since 1969, our aim has been to help students get the career they want; our books and careers website Indigo are designed to support them in making informed choices about their futures, and also to aid careers education professionals in providing first class careers guidance.



Career Development Institute (CDI)

The CDI is the UK's professional body for all aspects of career development, supporting our members to work to the highest standards and championing the profession. We set standards for professional practice, including the CDI Code of Ethics, which are recognised by government, and we manage the UK Register of Career Development Professionals. We award the Qualification in Career Development and deliver training through the CDI Academy for those entering and progressing in the profession. We provide resources, CPD training events and networking for our members to enable them to continually develop.

Keynote speakers



Luke Bacock, *Research Director*,
National Foundation for Education Research (NFER)



Luke is a Research Director at the National Foundation for Education Research (NFER), where he specialises in quantitative research in the post-16 education and training sector. Prior to joining NFER, Luke led Teach First's research and evaluation team, where he oversaw a portfolio of mixed methods research projects, as well as process and impact evaluations of Teach First programmes. He holds an MSc in Social Research (with Distinction) from Birkbeck, University of London. Current studies include: The Skills Imperative 2035 (2021-25, Nuffield); FE Teaching workforce salary comparison research (2023, Gatsby); and quantitative research on the factors associated with apprenticeship non-completion (2023, Gatsby).

Luke's presentation will cover early findings from The Skills Imperative 2035 – a five-year programme funded by Nuffield – including projected changes in the labour market and implications for both the current workforce and the role of the career development sector.

Trends including automation and AI will change the jobs available in the labour market and the skills needed to do these jobs. Motivating and empowering individuals to make effective transitions in learning and work will be more vital than ever, particularly among groups in the labour market that are relatively vulnerable to the effects of change, for example, those working in an occupation or industry set to decline or because the skills needed to do their jobs are changing. Sideways career moves will not be an option for everyone. Occupational change is now driven by 'upgrading' (the growth of higher-paid occupations). More people in declining occupations need to be able to 'upgrade' into expanding sectors. Skills, training, and qualifications enable such moves.

Tony Wilson, *Director*,
Institute for Employment Studies (IES)



Tony has worked in employment policy and research for the last twenty years, in a range of roles spanning central government and independent institutes. At IES, Tony leads a team of fifty people delivering research, analysis and consultancy support on employment, skills, education, and HR. He has particular expertise in labour market policy and analysis; the design, delivery and evaluation of employment and skills programmes; and supporting organisations to understand and apply evidence of 'what works'. He is currently leading a major Commission on the Future of Employment Support, in partnership with abrdn Financial Fairness Trust. For further details, please visit: bit.ly/employment-commission.

Naomi Clayton, *Deputy Director*,
Learning and Work Institute (L&W)



Naomi has more than 17 years' experience in policy and research with specialisms in employment, skills, and labour market disadvantage issues. Recent and ongoing research includes economic inactivity and health, the future of work and implications for different groups and places, and a large-scale evaluation of DWP's Restart Scheme. Prior to joining L&W, Naomi was Deputy Director at the What Works Centre for Local Economic Growth, and Policy and Research Manager at Centre for Cities where she was responsible for developing and overseeing programmes to support evidence-led policy and practice, working with local and national partners across the UK.

Speakers



Alexander Iles, *Head of Careers Strategy and Infrastructure,*
Department for Education (DfE)



Alex is the Head of Careers Infrastructure and Strategy at the Department for Education with responsibility for cross-cutting careers policy and leading development of the Strategic Action Plan for Careers. He has previously worked in a range of roles in the DfE including Ukraine humanitarian response, Covid-19 response and school building policy.

Ben Goodwin, *Director of Policy and Public Affairs,*
Institute of Environmental Management and Assessment (IEMA)



Ben is Director of Policy and Public Affairs at IEMA. In this capacity, he looks after the delivery of IEMA's core policy, practice and public affairs activities across a range of environmental and sustainability issues. Prior to joining the organisation, Ben worked in several similar policy roles at organisations including the Institution of Civil Engineers and the Renewable Energy Association.

Clare Viney CSci CChem FRSC, *Chief Executive Officer,*
Careers Research & Advisory Centre (CRAC-Vitae)



A strategic leader with over 23 years' career and professional development experience, Clare took up the role of Chief Executive Officer of CRAC-Vitae in October 2016 and is a Chartered Scientist and Chemist with extensive experience in the science community and not-for-profit sector.

She is passionate about investing in future generations and those from diverse backgrounds and experiences, empowering people to realise their potential and achieve their career and development goals.

CRAC provides research, intelligence and innovation services for all those who support the career development of people of all ages and in all sectors. We work in partnership with government agencies, education organisations and providers and employers and professional bodies, and manage the Vitae Programme in higher education.

CRAC is a registered charity established in 1964 and a founding member of the Career Development Policy Group.



David Morgan, *Chief Executive,*
Career Development Institute (CDI)



David is the Chief Executive of the CDI and has a wealth of leadership experience across charity, not-for-profit, entrepreneurial and FTSE100 organisations.

Dr Deirdre Hughes OBE, *Researcher, CDP and Government*
Policy Adviser, dmh associates



Deirdre Hughes specialises in careers, employment and skills policies, research and practice at an international, national and regional level. Uppermost in her mind is the notion that everyone has untapped talents and skills that can potentially be harnessed to good effect.

Deirdre is an Associate Professor at the University of Warwick, Institute for Employment Research (IER) and Founding Director of CareerChat (UK) Ltd – a pioneering technology start-up company focused on career exploration and the effective use of artificial intelligence (AI) and large language models (LLMs). She is also Managing Director of dmh associates – an independent research and consultancy company. Some selected examples of her current research include harnessing AI and large language models (LLMs) to support career exploration; career-related learning in primary schools, community places and online spaces for all-age careers support, and collaborative research in Canada, Wales and Scotland on career development and wellbeing issues.

In 2012, Deirdre was awarded an Order of the British Empire by Her Majesty the Queen for services to lifelong guidance.

Dr Charlie Ball, *Head of Labour Market Intelligence,*
Jisc



Charlie is the labour market specialist at the UK's higher education service provider Jisc. He is responsible for support and research for university careers services across the UK, and widely viewed as one of the country's foremost graduate labour market analysts and presenters.

He is an active researcher on projects on graduate employment and in collaboration with external organisations. He is used as an expert on graduate and postgraduate employment by stakeholders within and outside HE, and serves on groups advising the Social Mobility Commission, the Office of National Statistics, the National Council for University and Business, the Higher Education Statistics Agency, The Institute of Student Employers and the Association of Graduate Careers Advisory Services. He writes and is quoted regularly by national media on graduate employment issues and recently spent an afternoon walking down a hill repeatedly for a BBC Breakfast segment that was never broadcast. He is also a Fellow of the National Institute of Careers Education and Counselling.



Dr Emily Tanner, *Programme Head for Post-14 Education and Skills,*
Nuffield Foundation



Dr Emily Tanner is the Programme Head for Post-14 Education and Skills at the Nuffield Foundation, an independent charitable trust that funds research to advance educational opportunity and social well-being. Her portfolio includes young people's pathways from school to work, skills and educational disadvantage. Prior to 2022, Emily was Head of Research at The Careers & Enterprise Company, where she led on research about career guidance, developing impact measurement tools and programme evaluations. Emily was at the National Centre for Social Research for 13 years, latterly as Head of the Children, Families and Work Team. She has held research posts at Yale University and the University of Oxford, where she completed a DPhil in Social Policy.

Dr Gill Frigerio, *Associate Professor,*
University of Warwick



Dr Gill Frigerio is an Associate Professor in the Centre for Lifelong Learning at the University of Warwick who leads on the Centre's qualifications in Career Studies and Coaching. Prior to moving into a teaching role, Gill worked in career development practice and management, and most recently was Head of Careers in the Centre for Student Careers and Skills at Warwick.

Gill's teaching interests cover theory and practice in career coaching; working with vocation and calling; and researching career development practice. She has research interests in intersectional approaches to women's career development, socially just careers work and supporting practitioners as researchers.

Gill is the Chair of NICEC, a learned society for those working in career development. She has recently completed a Doctorate in Education looking at a 'calling-informed' framework for career development practice and particularly focusing on women's experiences of work and faith.

Jonathan Shaw, *Strategic Director,*
Kent Further Education



Jonathan's varied career has included being a farm worker, care assistant and social worker before being elected to Parliament for three terms between 1997-2010. During his time as an MP he was Minister at DWP, DEFRA and Regional Minister for the South East. He served as Government Whip, Private Parliamentary Secretary at the DfE and sat on the Select Committee for Education and Skills for four years. Jonathan is currently Strategic Director for Kent Further Education, a board member and previously Chief Executive of the think tank Policy Connect. He also is Chair of the Blackthorn Trust - a mental health charity.



Mark Owen, *Head of Stakeholder Services, Careers Wales*



I started my career in 1999 as a school-based Careers Adviser in Swansea. I later became a Team Leader in Neath Port Talbot following the establishment of Careers Wales in 2001, before joining Careers Wales Mid Glamorgan as Operations Manager in 2002. I operated in several middle and senior management roles until being appointed a regional Head of Operations in the newly formed Career choices Dewis Gyrfa (the national 'careers service' for Wales) in 2012. I subsequently became national Head of Stakeholder Services following a restructure in 2018.

My current role involves the development and management of Careers and Work-Related Experiences (CWRE) curriculum support which includes work across the primary, secondary and FE sectors, the delivery of an Education Business Partnership and consultancy support for CWRE in education. The latter includes the development of a new Careers Wales Quality Award in conjunction with the CDI.

Sandra Cheyne, *National CIAG Policy & Professional Practice Lead, Skills Development Scotland (SDS)*



Sandra is responsible for the strategic development and influence of modern career information, advice and guidance policy and professional practice.

She was responsible for instigating and developing new professional pathways to encourage diversity and growth of young talent into the career guidance profession in Scotland. Responsible for interpretation of government statutory duties and strategies into service offer development for key customer groups, policy and professional practice resource development, child protection/vulnerable adults protective layering; she is also currently leading the SDS relationship with the MOD and service offer to the Veteran/Armed Forces community.

Sandra holds several strategic relationship roles for SDS. As a key member of the Scottish Government's Steering Group for the CIAG Strategy: Moving Forward 2020, she is 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.

Dr Siobhan Neary RCDP, SFHEA, *Head of the International Centre for Guidance Studies (iCeGS), University of Derby*



Siobhan Neary is Professor of Career Development Practice and Head of the International Centre for Guidance Studies (iCeGS), University of Derby. Siobhan leads a centre researching social justice with a specific emphasis on careers guidance, development, and transitions throughout the life course. Her research portfolio includes work on quality, career management, continuing professional development (CPD), professional identity, strategic workforce, and service developments with a range of organisations at regional, national, and international levels. She has worked on projects to support career development in Sri Lanka, Mauritius, the UAE, China, Malaysia and most recently in Egypt. She is a Fellow and Vice-Chair of the National Institute for Careers Education and Counselling (NICEC) which is an international learned society representing thought leadership within careers related research. She is also a Fellow of the Career Development Institute and an editor for the British Journal of Guidance and Counselling.



Stephen Isherwood, *Joint CEO - Market Intelligence and Insights, Institute of Student Employers (ISE)*



Stephen was appointed Chief Executive of the ISE in June 2013, following seven years as Head of Graduate Recruitment UK & Ireland at EY. In his role, he is responsible for market intelligence and thought leadership, expertise and analysis, and policy direction and guidance, to help members develop their early talent strategies. Working closely with the Joint CEO for membership and operations, we will be supporting all of our employer, education and supplier members to achieve best practice in early talent recruitment and development.

Stephen has managed graduate recruitment and development programmes in both the private and public sectors and has extensive experience in the recruitment and development of students, both graduates and school leavers. He has worked closely with education throughout his career and is focused on the career development and employment of students.

Tristram Hooley, *Professor of Career Education, University of Derby*



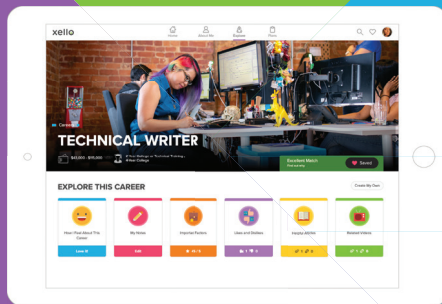
Tristram Hooley is a researcher and writer specialising in career and career guidance. He is Professor of Career Education at the University of Derby and the Inland Norway University. He also writes the Adventures in Career Development blog at adventuresincareerdevelopment.wordpress.com.



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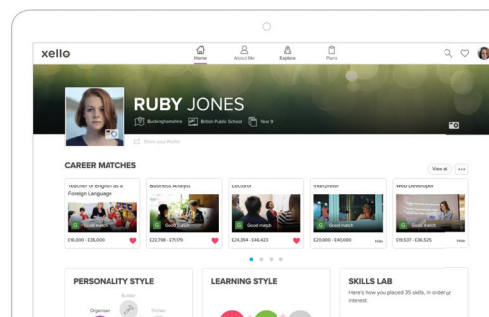
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- ✓ Access world-class support and resources
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Xello allows me to monitor and track trends and progression — not only in our school but across the trust as well.



JOHN PEET

DEPUTY HEADTEACHER AT CHEADLE HULME HIGH SCHOOL & CAREERS LEADER FOR LAURUS TRUST



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Programme



9.30 am **Welcome to the CDI Summit**
David Morgan, *Chief Executive, CDI*



9.40 am **Keynote 1: The Skills Imperative 2035: Essential skills for tomorrow's workforce,** Luke Bocock, *Research Director, NFER*



10.20 am **Panel 1 - Discussion of key topics presented**



Chair:
Jonathan Shaw
Policy Connect



Siobhan Neary
University of Derby



Alexander Iles
DfE



Charlie Ball
Jisc



Emily Tanner
Nuffield Foundation



Luke BOCOCK
NFER

11.00 am **Table discussion - Discussion of next steps for the career development sector**

11.30 am **Networking break - Refreshments, networking, and exhibition**

11.50 am **Keynote 2 - The changing UK workforce: Changing demographics, inactivity, migration and needs of the next generation,** Tony Wilson, *IES*



12.30 pm **Panel 2 - Discussion of key topics presented**



Chair:
Stephen
Isherwood
ISE



Tristram
Hooley
University of Derby



Dr Gill Frigerio
University of Warwick



Tony Wilson
IES



Mark Owen
Careers Wales



1.10 pm **Table discussion** - *Discussion of next steps for the career development sector*

1.40 pm **Networking lunch** - *hot buffet to be served in the Atrium. Please take some time to visit our exhibitors*

2.30 pm **Keynote 2 - The AI and net zero economy: The impact of technology, the next industrial revolution and responding to the climate crisis, Naomi Clayton, L&W**



3.10 pm **Panel 3** - *Discussion of key topics presented*



Chair:
Clare Viney
CRAC-Vitae



Deirdre Hughes
OBE
University of
Warwick



Sandra Cheyne
Skills
Development
Scotland



Ben Goodwin
IEMA



Naomi Clayton
L&W

3.50 pm **Table discussion** - *Discussion of next steps for the career development sector*

4.20 pm **Room discussion** - *Open discussion of key issues raised, implications for the career development sector, opportunities and challenges, and action we should take*

4.50 pm **Closing remarks**
David Morgan, *Chief Executive, CDI*



5.00 pm **Drinks reception** - *please make your way to the Atrium*

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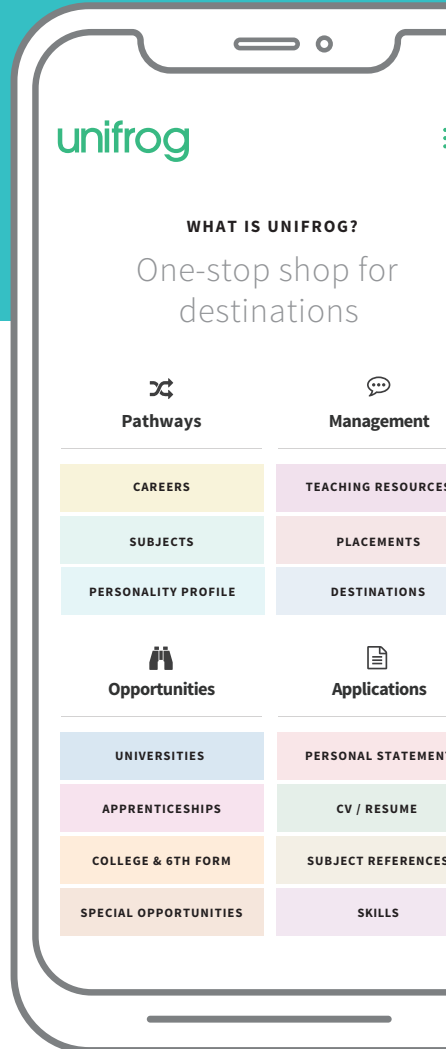
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