

IAEVG Conference 2026 Workshop Proposal

Proposed by Korin Grant

Assistant Professor Career Studies, University of Warwick

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Workshop Title: How green is your practice?

A workshop exploring green career guidance principles, barriers and practice

Conference Theme: This workshop is linked to the theme of Tupuanuku/Best Practice

Abstract:

There is a broad-based, global consensus which recognises that our planet faces an existential threat in the form of widespread environmental destruction and climate change. Addressing this issue requires a global effort in many, if not all spheres of life, including the systems and places within which people pursue their careers. Green career guidance is a term used to describe an approach to guidance that seeks to integrate and address environmental concerns by imbuing practice with a conscious focus on the environmental impacts of our life, learning, and work choices. Aims for green guidance include raising awareness of the environmental impacts of career and work, recognising the impact of green economic transition, balancing the needs of the planet with the needs of the labour market, and encouraging practitioners to help individuals make career decisions that account for environmental sustainability. Green career guidance demands a critical analysis and draws on Watts' socio-political typologies of guidance as well as more contemporary social justice approaches to career guidance. Recent studies and projects present a call to action for career guidance practitioners to support clients with sustainable, planet-minded decisions about their learning and work. This workshop for the IAEVG conference will commence with a brief overview of the key concepts, rationale and known challenges of green career guidance. Following this there will be a practical, interactive session in which participants will be guided to reflect on their current practice and, using resources provided, identify opportunities for the inclusion of green career guidance approaches. There will be opportunity to contend with key issues that intersect with this approach such as impartiality, person centredness, transparency, climate literacy, confidence, international variations and access to relevant labour market

information. The intended audience is career guidance practitioners of any description working in any setting.

Keywords: Green Career Guidance, Sustainable Careers, Social Justice, Climate Change

Proposed by:

Korin Grant, Assistant Professor Career Studies, University of Warwick

Email: Korin.grant.1@warwick.ac.uk

Workshop Details

Introduction

The structure of this workshop will be a brief presentation followed by an interactive session. The workshop aims to guide participants to consider green career guidance, learn about existing resources and practice and develop/share their own examples. Practitioners will reflect on examples from their work with individuals and groups and identify opportunities for the inclusion of green career guidance approaches. The intended audience is career practitioners working in any setting.

Objectives:

- Introduce key concepts, terms and basis for green career guidance
- Guide participants to map their own practice using the Watt's model of socio-political typologies of guidance
- Explore and acknowledge challenges and barriers that we experience when including environmental issues in our practice
- Support exploration of the existing resources and models to identify possible actions

Workshop Outline: (1 hour)

This is an interactive workshop with the following format:

- Background/overview of green career guidance principles and basis (10 min)
- Introduction of Watt's model and link to green career guidance (5 min)
- Mapping exercise: *Where are we now?* (15 min)
 - Workshop participants map existing activities
 - What does this mean in terms of our ability to participate in or enable conscious change? What challenges do we face?
This section provides opportunity for discussion of key issues such as neutrality, impartiality, the role for career guidance practitioners as key intermediators of the labour market, transparency, codes of ethics, international difference etc.
- Mapping exercise: *Where could we be?* (20 min)
 - Workshop participants explore one or two examples of practice using the stimulus and/or resources examples supplied
 - Stimulus will include resources from the European Green Guidance project, examples of green labour market information resources and social justice frameworks of practice
- Reflection, calls to action, conclusion (10 min)

Theoretical basis

Green career guidance demands a critical analysis and approach to career education and guidance. In doing so it draws on the work of Tony Watts who asked practitioners to consider their position in relation to change by presenting socio-political typologies of guidance (1996). It was in the same year that Peter Plant first coined the phrase green guidance. Later Plant argued for a paradigm shift in our thinking about environmental concerns and career guidance. This work also aligns with current social justice approaches (Hooley, Sultana, & Thomsen, 2021), examination of ethical rationales for green guidance (Grant, 2024, Kavková, & Šprlák, 2024) and studies that bring practice to life (Green Guidance, n.d.) These scholars and projects present a call to action for career guidance practitioners, who are arguably in a critical position to support individuals and groups with shifts in the labour market caused by green economic transition, climate change and renewed focus on sustainable development.

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