

## Series title

***“It’s the End of the World (of work) As We Know It!” Or is it? A global perspective of the impact of the Covid-19 crisis on graduate employability.***

<b>Date</b>	7 July 2020 - 0700 GMT
<b>Event Title</b>	What are the Macro ramifications of graduate job markets around the world? How have employers and universities responded globally?
<b>Presenters From</b>	United Kingdom Ireland South Africa Australia
<b>Audience</b>	South East Asia Australia

## Speaker profiles

### Chair



**Dr Paul Redmond**, *Director of Student Experience and Enhancement*, University of Liverpool

Dr Paul Redmond, author, keynote speaker, employment guru, is one of the UK’s leading experts on generational change and the future of work.

As one of the UK’s leading experts on employment markets, the impact of artificial intelligence and the changing world of work, Paul has presented at hundreds of conferences and events around the world. In addition to writing regularly for national newspapers and other publications, he is a frequent guest on both radio and TV, appearing on numerous BBC and independent news and current affairs programmes.

As the Director of Student Experience and Enhancement at the University of Liverpool, Paul has held visiting lectureships at various other leading universities. Paul’s research into ‘Generation Y’ (aka ‘Millennials’) and their ‘Helicopter Parents’ has garnered him praise and respect from a range of national and international organisations, for which he provides consultancy on how to manage, motivate and engage with today’s five working generations.

Paul is the author of numerous books, reports and studies, including the best-selling ‘The Graduate Jobs Formula.’ In recognition of his writing and research, in 2010 Paul was awarded a Fellowship of the British Royal Society of Arts.

### Panellists



**Bob Athwal**, *Global Lead Early Careers – Senior Talent Manager*, Skyscanner & Co-Founder Global Career Services Summit

Bob is an award winning industry expert, has an undergraduate degree in Mathematical Modelling, an Executive MBA and is nearing completion of his PhD in Social Mobility and the Graduate Labour Market. Bob began his career as Students Union President. After this Bob worked for companies such as Tesco, Enterprise Rent-A-Car and [graduate-jobs.com](http://graduate-jobs.com), RWE npower, University of Leicester and Skyscanner. Bob is a regular

International conference speaker and co-author of the first book in the UK written on Graduate Recruitment and Development.



**Elaine Boyes**, *Executive Director*, Association of Graduate Careers Advisory Services

Elaine Boyes is the Executive Director of Association of Graduate Careers Advisory Services (AGCAS). Elaine joined AGCAS in 2016, following a short stint in higher education as Head of External Relations for the Hull York Medical School. Prior to this, she held leadership roles in professional membership organisations for over 12 years, running the Nuclear Institute, the professional body for the nuclear sector, and as Head of Publishing at the British Computer Society (BCS). She has previously been a Trustee of the Science Council and a Director of the Association of Professional and Learned Society Publishers (ALPSP).



**Gavin Connell**, *Co-Chair*, Association of Higher Education Careers Services

Gavin Connell is Head of Careers at the Cooperative Education & Careers Division, University of Limerick. Gavin is masters qualified in Work and Organisational Behaviour with a primary degree in Human Resources. He has 20 years' industry experience in the areas of manufacturing, process engineering, learning & development, recruitment and HR in Ireland and also across the EMEA region.

Gavin currently supports students in developing employability skills and implementing their career plans, and is also responsible for engaging employers on all matters of graduate recruitment and employability. A significant element of this role is to influence policy formulation and planning within the university on issues relating to career development/employability as well as graduate employment. He holds a Level A/B Psychological Society qualification in Psychometric testing/Profiling and is also MBTI/EQI and Strengths-based coaching certified.

Gavin is currently the co-chair of the Association of Higher Education Careers Services (AHECS) in Ireland.



**Sinéad D'Arcy**, *Head of Graduate Programme & iGrow*, Irish Distillers Pernod Rickard

Sinéad is Head of the Jameson International Graduate Programme. As an experienced HR training & development professional Sinéad has a passion for the attraction, selection, development & retention of graduate talent. Her role includes recruitment of best fit graduate talent, design of the programmes award winning training & development offering & the development, implementation & evaluation of the graduate management framework for a global network of 75 Brand Ambassadors based across 50 international markets. Sinéad has a keen interest in the evolution of the workforce, in particular, the impact of new generations such as Millennials and Centennials on the workplace.



**Tristram Hooley**, *Chief Research Officer*, Institute of Student Employers

Tristram Hooley is Chief Research Officer at the ISE where he researches the student labour market. In recent months he has conducted a number of detailed studies on the impact of Covid-19 on the labour market. He also holds professorial roles at the University of Derby, the Inland Norway University of Applied Sciences and Canterbury Christ Church University. His wider research interests focus on career and career education and guidance. He has published eight books and numerous articles and

reports. He also writes the Adventures in Career Development blog at <https://adventuresincareerdevelopment.wordpress.com/>.



**Stephen Isherwood**, *Chief Executive*, Institute of Student Employers

Stephen was appointed Chief Executive of the ISE in June 2013. Prior to joining the ISE, he was Head of Graduate Recruitment UK & Ireland at EY. Stephen has extensive experience in the recruitment and development of students, both graduates and school leavers. In addition to his current role, Stephen sits on several steering groups related to higher education and is a trustee of Ashorne Hill Management College. In 2019 he was appointed as a special advisor to Dame Shirley Pearce's TEF review. He has presented to various committees in the Houses of Parliament and often appears in national and local media.



**Dr Eburn Joseph**, *Lecturer & Module Coordinator of Black Studies and Critical Race Theory in Education*, University College Dublin

Dr Eburn Joseph is Lecturer and module Coordinator of Black Studies and critical race theory in Education at UCD and a Teaching Fellow at Trinity College. She holds the position of Career Development Consultant at the Royal College of Surgeons in Ireland and worked with Business in the Community Ireland for over nine years as Training and Employment Officer. Dr Joseph completed her PhD on 'Racial Stratification in the Irish Labour Market' in UCD School of Social Justice, she has an M.Ed. in Adult Guidance from Maynooth University and an IACP accredited diploma in Professional Counselling. Eburn is an author; TV panellist, Columnist for the Dublin Inquirer on race, Chairperson of African Scholars Association Ireland (AfSAI) and an equality activist. Her book, Racial stratification in Ireland: A Critical race theory of labour market inequality with Manchester University press is due July 2020. She also co-authored the book, Challenging Perceptions of Africa in Schools: Critical Approaches to Global Justice Education, with Routledge.



**Jonathan Kwan**, *Executive Director*, South East Asian Association of Graduate Employers

With close to 20 years of experience as a career coach and management consultant, Jon is the Executive Director of the South East Asian Association of Graduate Employers (SEAGE), and an external career advisor to the world's top business schools including Cambridge (Judge), HKUST, INSEAD & NUS. Originally from Toronto, Jon spent 8 years in the Consulting practice of one of the largest professional services firms in the world, most recently with their Global Future of Work Centre of Excellence. Currently, he's fascinated by the idea of applying Design Thinking principles to individuals in their careers. Having lived & worked on 3 continents, he is now based in Singapore.



**Alan McAlpine**, *Executive*, Career Industry Council of Australia

Alan is the Associate Director, Student Success at QUT. He leads five portfolio areas that oversee six multidisciplinary teams in each of the 6 QUT faculties. The embedded teams provide support in career development, language and learning and STEM, with the primary aim of embedding support into curriculum while also addressing ongoing retention challenges. Prior to this role Alan managed the Careers and Employment Service for over ten years. He is a longstanding Management Committee member of the National Association of Graduate Career Advisory Services (NAGCAS) and was President from 2010 until 2014. He is a member of the CICA executive and also sits on the board of Graduate Careers Australia. Alan has over 20 years experience in the

career development field with the last 15 being in HE sector. During that time he was part of three citation awards from the Australian Learning and Teaching Council (ALTC). He is a tragic 70's music rock lover and plays his guitar (very badly).



**Kelly Pfeffer**, *Early Careers Program Specialist and Founder of Grad Hero Hub*, Past Chair Australian Association of Graduate Employers

Kelly Pfeffer is an experienced HR professional who managed a number of public sector early careers programs until she left government for the private sector in 2013 where she continued to develop successful programs in industries including Banking & Insurance, Technology, Consulting and Engineering. From 2011 to 2019, Kelly was also actively involved in the Australian Association of Graduate Employers (AAGE) and was a Director of the Board from 2014 to 2019 including three years as Board Chair. Kelly continues to support graduate recruitment and development industry professionals through her online community 'Grad Hero Hub'.



**Jerome September**, *Dean of Student Affairs*, University of the Witwatersrand

Jerome September was appointed as Dean of Student Affairs at Wits in May 2018. As Dean of Student Affairs, he has executive oversight for the student affairs portfolio which includes: campus housing and residence life, counselling and career development, campus health, student governance, leadership and development, Wits Sport, and working collaboratively across the university on initiatives related to the student experience and student success.

September was previously Head of Student Affairs at Sol Plaatje University, Northern Cape, where he was responsible for setting up and laying the foundations of the student affairs division of the then 2 year old university. Prior to SPU, September worked at his alma mater, the University of Cape Town (UCT) for over a decade. UCT, September was manager for Student Governance and Leadership in the Student Affairs Department from 2005 to 2012. He was responsible, inter alia, for managing the complex student governance portfolio, including facilitating dialogue between student leaders and University authorities, and managing and co-ordinating various leadership development initiatives. During this period he was also chief electoral officer for the annual SRC elections.

In 2012, September became Youth Development Director at Citizens Movement, a Cape Town based organization. He returned to UCT in 2014 and worked as Special Projects Advisor to the Director of the International Academic Programmes Office until 2015.

September serves on the University South Africa (USAf) Strategy Group on Transformation, and is a member of the Ministerial Task Team on Sexual Harassment and Gender-based violence in Higher Education by the Minister of Higher Education, Science and Technology.

September holds a Bachelors of Arts degree in Political Studies and a Master of Philosophy degree in human rights from UCT. He is currently pursuing a Doctor of Business Administration at the University of Bath in the UK.



**Cathy Sims**, *Executive Director*, South African Graduate Employers Association

Cathy is the founding member and Executive Director of the South African Graduate Employers Association. Her previous experience includes HR Manager for leading international management consulting firm, Accenture and the University of Cape Town as Head of Employer Relations/Deputy Director of Careers.