Nordisk Netvork for Lifelong learning

Work, Learn, Evolve: Conference on Workplace Learning conference - 20. okt. 2026

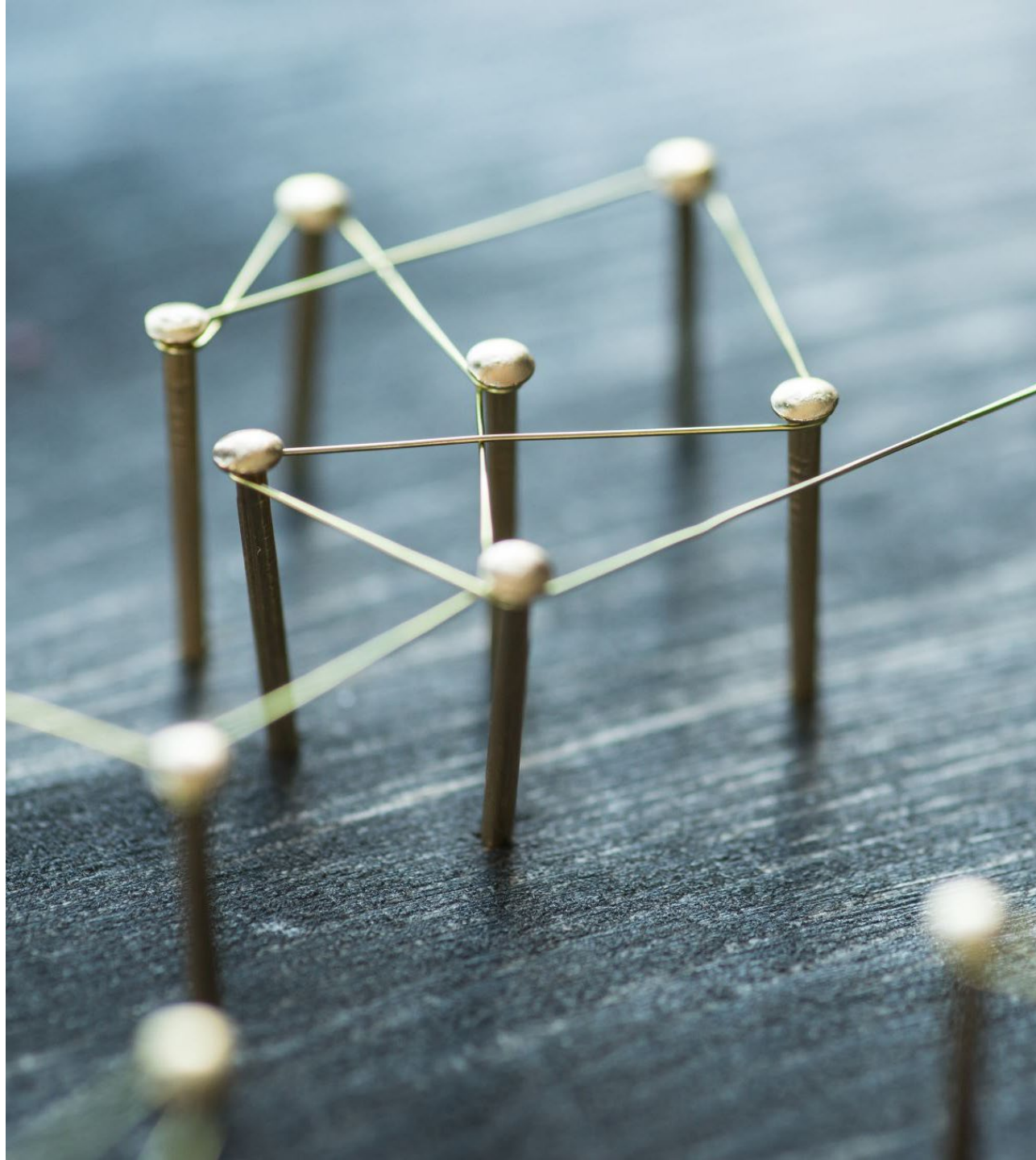
Current Trends and Emerging Perspectives

Soffía Valdimarsdóttir,
Asocciate professor

UNIVERSITY OF ICELAND

Contemporary challenges

- The paradox of progress
- The paradox of choice
- Increased diversity - complexity - precarity
- Lack of stability and continuity



Ethical questions ...

1

How do we provide guidance to people who lack realistic opportunities for participation in society?

2

How do we support individuals in making educational and career choices in the context of AI?

.... and some answers

Policy

- Social justice and inclusion
- Adult education

Cultural competences

Current trends

Theoretical developments

- **Career Construction** remain dominant
- Growth of **social justice** and **critical** perspectives
- Expansion of **Psychology of Working Theory**
- Emergence of **sustainable career frameworks**
- Increased focus on **well-being and meaningful work**

Main trends in practice

- **Career adaptability**
- **Narrative guidance**
- **Equity and inclusion**
- **AI and digital guidance**



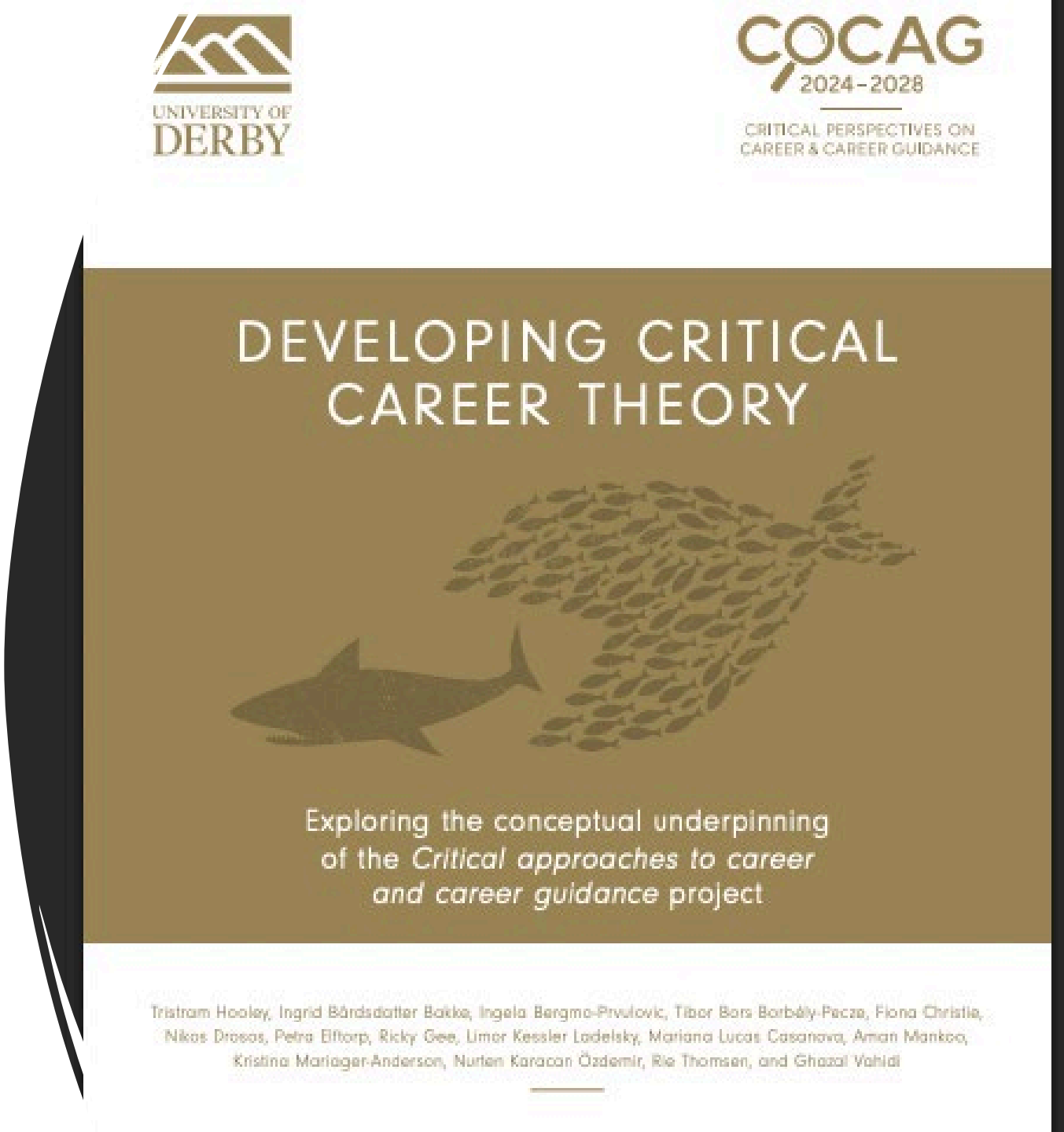
The future of good guidance practice

- Inclusion
- Accesible mobility
- Thoughtful use of digital technologies

- Cross country networking
- Knowledge sharing

Lets get critical

- Take a stand
- Get active
- Speak out
- Step in

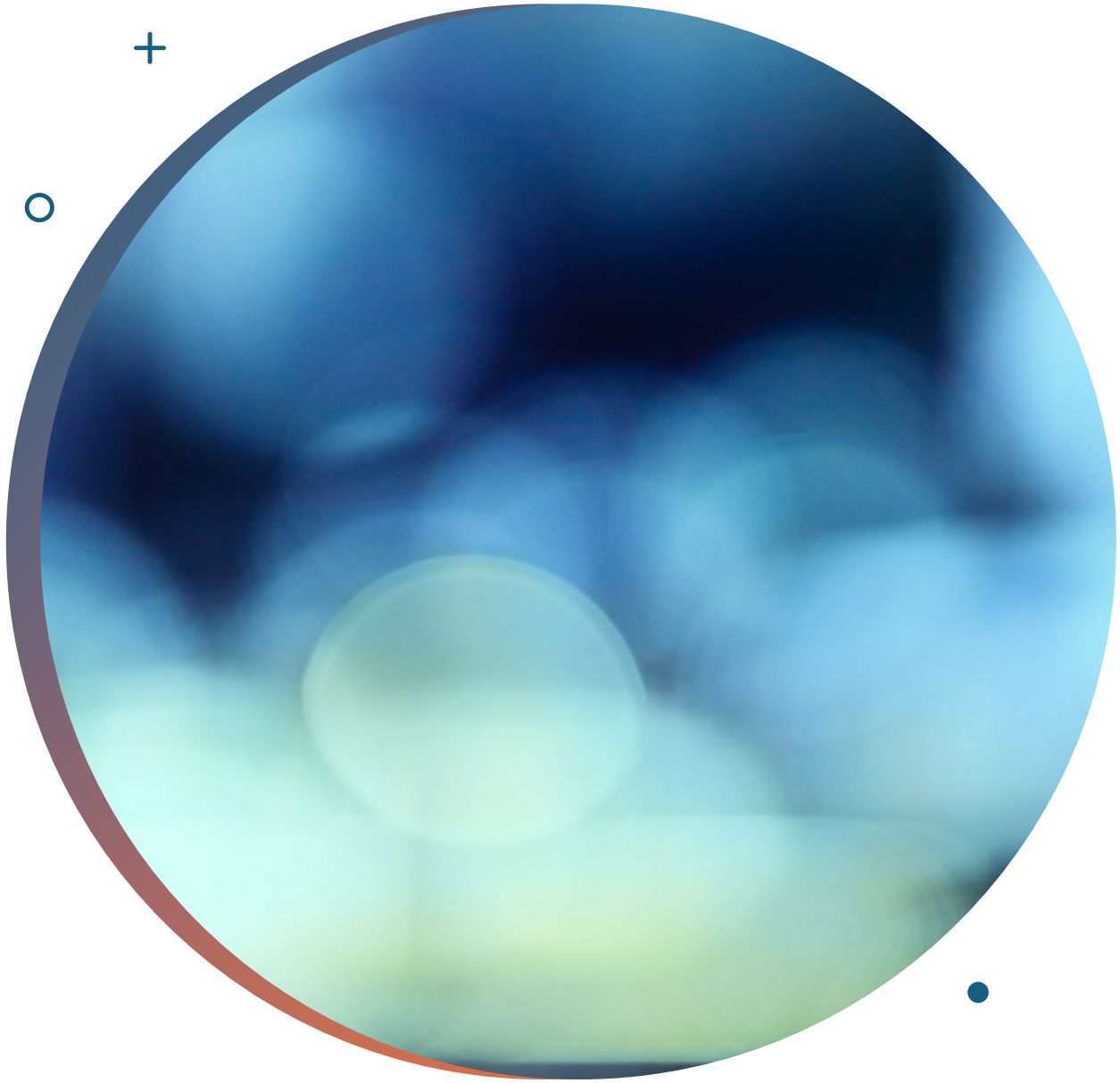


Serve the greater good !

Humanism - philosophical stance on **human agency and the potential of human beings.**

Carl Rogers – CCT (1951) - **Unconditional positive regard**

EMPATHY - EMPOWERMENT ENCOURAGEMENT



Forget theory !

Creative mindset

Informal
Personal
Practical

Enhance community building

Narrative counselling

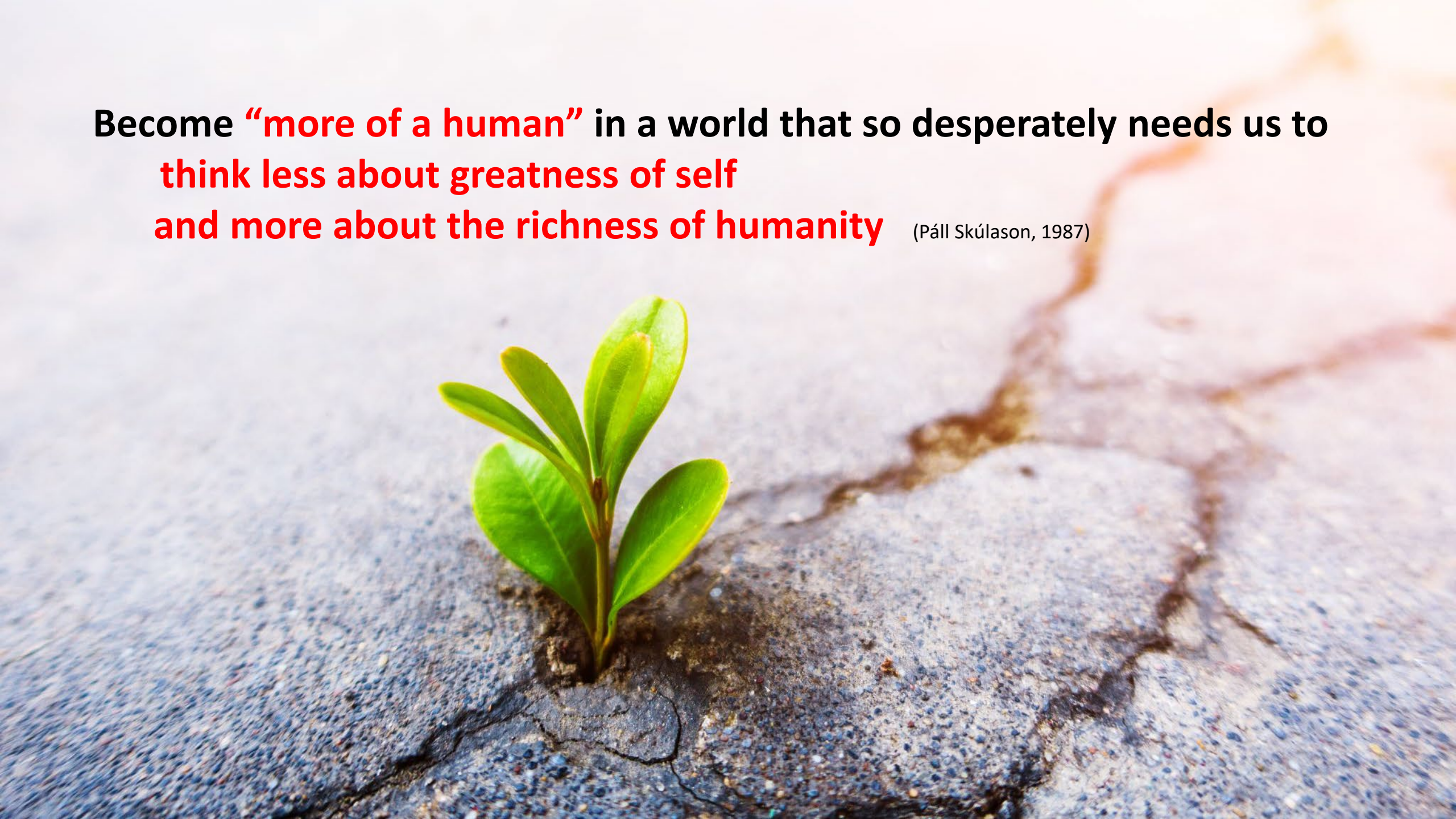
- Life as a story
- Subjectivity and meaning
- Reflection and creativity
- Becoming an author



Become “more of a human” in a world that so desperately needs us to

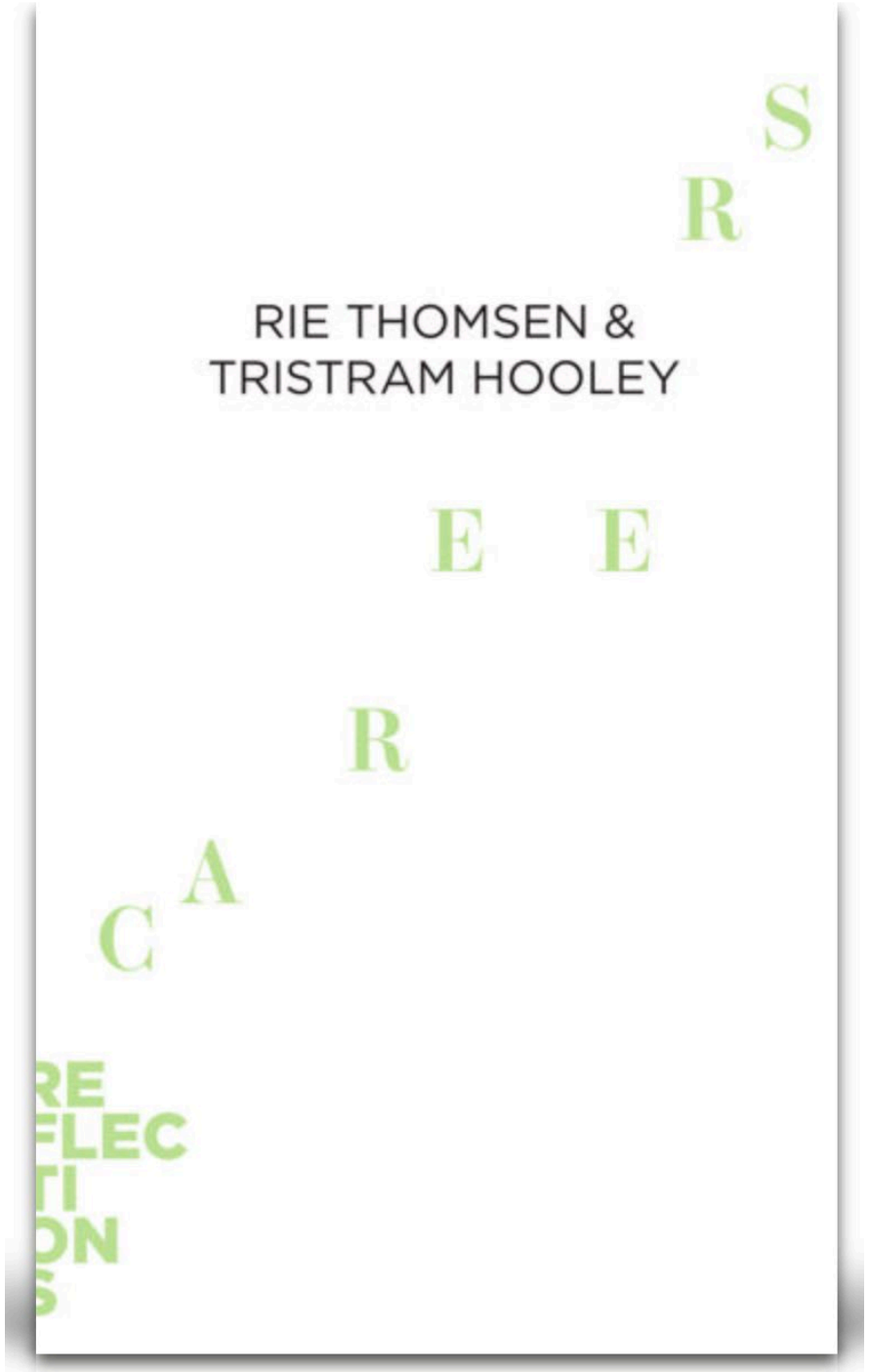
think less about greatness of self

and more about the richness of humanity (Páll Skúlason, 1987)



References

- Patton, W., & McMahon, M. (2021). Career development and systems theory: Connecting theory and practice (4th ed.). Springer. https://doi.org/10.1007/978-3-030-25153-6
- Rogers, C. R. (1951). Client-centered therapy: Its current practice, implications, and theory. Houghton Mifflin



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