THE CAREERS & ENTERPRISE COMPANY



Employer Advisory Group Membership

Employer Advisory Group Co-Chairs



Baroness Nicky Morgan

The Careers & Enterprise Company Chair

Baroness Morgan is the former Secretary of State for Education. She was also Secretary of State for Digital, Culture, Media & Sport, Minister for Women and Equalities and Chair of the Treasury Select Committee in the House of Commons. She now sits in the House of Lords and has a portfolio career mainly focused on financial services.



Catherine Burnet

KPMG Head of Audit

Catherine leads a team of over 6,000 auditors serving companies from large, listed corporates to family-owned businesses and across the full spectrum of sectors. Prior to this, she was Regional Chair for KPMG in Scotland and Edinburgh Office Senior Partner. Catherine has a career spanning more than 30 years with KPMG, working in Edinburgh, London and Chicago. She has worked primarily within the assurance function, providing external and internal audit services, but has also worked on several advisory projects, including IFRS conversion and client money regulations. Catherine has worked with a diverse portfolio of clients in financial services – across banking, asset management and insurance and her experience on large listed companies combined with global audit experience means she has a well-established international network. She also spent two years on secondment to the US, working on global banking clients. Catherine is a past President of ICAS, having also completed a term as Chair of the Audit Committee and Chair of the Oversight Board there. She has also served as a member of the Financial Services Advisory Board to Scottish Government and the Council at CBI Scotland.



Alex Hall-Chen

Institute of Directors

Principal Policy Advisor

Alex Hall-Chen is Principal Policy Advisor for Sustainability, Employment, and Skills at the Institute of Directors. Prior to her current role, she was a Policy Advisor (Skills) at the Confederation of British Industry.

Her background is in education policy and research, having first worked in education policy conference development and then for Education Development Trust in research and business development, including an secondment to work on monitoring and evaluation of a government education reform programme in Brunei Darussalam.

She holds an MSc in Comparative and International Education from the University of Oxford, with dissertation research conducted on English Medium Instruction policies in the UAE.



Amy Smith

Framestore

Global Director, Recruitment & Outreach

Amy has been working in talent related roles within the visual effects industry across both the UK and Canada for many years. In each role she has had responsibility for working with schools, colleges and universities to provide careers guidance and support educators with content. She is a non-executive Director of Access:VFX, an industry organisation working to improve the diversity of the visual effects industry. She is also part of the steering group of the Next Gen Skills Academy who, with industry, launched a Level 3 Diploma in Games, Animation and VFX Skills and she took responsibility for working with NextGen to develop, launch and promote VFX apprenticeships. Recently Amy has been completed work as Chair of the T-Level panel for Media, Broadcast and Production. The panel was responsible for providing an employer perspective on the post-16 education landscape in the UK.



Ben Mannion

Hewett Recruitment

Owner / Director

Hello, I'm Ben Mannion, co-Owner and Director of Hewett Recruitment. I have approaching 20 years' experience of working within the recruitment industry, originally learning the trade with a large national agency before joining Hewett in 2009. My background is in IT & Technical recruitment and I originally joined Hewett to set up the IT and Engineering divisions which have since gone on to become key specialisms that we offer. I became a Director in 2013 and my role involves the development and support our Consultants as well as driving business development in a hands on way. I am also the point of contact for some of our sole supplier relationships – which has meant learning all about the fast paced world of Temp recruitment too! The reputation I have developed in the local area means I am well placed to support all of our clients' needs, including offering labour market intelligence, access to additional support services and a network of Exec level contacts. I particularly enjoy working with clients to educate them about how the labour market has evolved and helping develop solutions to their workforce planning challenges. Worcestershire born and bred – apart from 3 years away at the University of Cambridge where I completed a degree in Economics – I am proud to work in a business with a track record of excellence and that works hard to support the local community. Alongside my role at Hewett I am Chair of the Future Skills Board and a member of the Employment & Skills Board for Worcestershire LEP, Chair of the Cornerstone Employers Group and sit on the Local Skills Improvement Plan (LSIP) Board. I am also a Worcestershire Ambassador have previously been a Board Director and President of H&W Chamber of Commerce, Vice Chair of Worcestershire Advance and a member of the H&W Fundraising Committee for the Prince's Trust. Outside of work I am a big sports fan – in particular rugby and football – and enjoy spending time walking and exploring National Trust properties with my wife and 2 daughters.



Brian Holliday

Siemens Digital Industries

CEO UK and Ireland

Brian Holliday is Managing Director for Siemens Digital Industries, a technology company serving the UK and Ireland's manufacturing and industrial-infrastructure sectors.

He is co-chair of the Government/Industry Made Smarter Commission and board member for Skills England. He is chair of Make UK, The Manufacturers' Organisation's Strategic Policy Group, having been a corporate board member since 2015. He has served on the board of the High Value Manufacturing Catapult, Chaired the CBI's Manufacturing Council and been a member of the Royal Society's Science Industry and Translation Committee. He is a keen advocate for engineering, innovation, skills and advanced technology deployment, contributing regularly to media, policy forums and peer networks.

A Fellow of the Royal Academy of Engineering, Brian started his career as an apprentice with Texas Instruments and has degrees from Cardiff and Manchester University in addition to an honorary doctorate from Middlesex University.



Emily Nott

Innovate UK

Head of EDI Programmes

Emily leads on Innovate UK's work to promote diversity and inclusion in business innovation. This involves initiating targeted interventions to address under representation and identifying opportunities to make all of Innovate UK's support for business more visible and accessible. She has introduced high profile campaigns and programmes for Women in Innovation and Young Innovators and is currently working on No Limits, a new mission to unlock the power of untapped talent for innovation in the UK. Prior to Innovate UK, Emily worked in a variety of roles in organisations across the UK research and innovation landscape (including Research Councils and Government Departments) and has many years of experience supporting business-university collaboration and knowledge transfer. Emily has a PhD in Chemistry. Innovate UK helps businesses develop new products, services, and processes they need to grow through innovation.



Gemma Gathercole

ACCA

Strategic Engagement Lead (England)

Gemma Gathercole is Strategic Engagement Lead (England) for ACCA (the Association of Chartered Certified Accountants). Her role is responsible for strengthening and shaping relationships with governments, devolved administrations and partners to enhance ACCA's reputation and profile with these stakeholders. In England, this is particularly focused on Mayoral Combined Authorities and Local Enterprise Partnerships.

Prior to joining ACCA, her career has been in the education and skills sector. Her previous role was leading on skills for the Coventry and Warwickshire Local Enterprise Partnership, supporting the skills and people aspects of the Local Industrial Strategy, regional skills strategy and local growth priorities and building relationships across regional partners. In that role, she established the Coventry and Warwickshire Careers Hubs. Prior to that she worked for a Further Education sector consultancy and for awarding organisation OCR latterly as Head of Policy.



Helen Higgs

Hinkley Point C

Resource Programme Director for EDF Energy

Helen is Resource Programme Director for EDF Energy at Hinkley Point C working closely with supply chains, international projects on lessons learnt, cross sector projects and with Further and Higher Education providers. Over the past 25 years she has led on delivery of effective workforce strategies for projects across the nuclear cycle, providing the capacity and capability for the business and projects whilst impacting social mobility.

She is a Board member of Skills England, a Trustee of the Engineering Construction Industry Training Board (ECITB), a statutory body, and has served as Chair of the Board for National College for Nuclear and as Co-Chair of Nuclear Skills Strategy Group.

Helen spent 15 years as a HR Director in nuclear and, before moving to nuclear, ran a strategy consultancy supporting SMEs and public organisations, including universities and local authorities, on growth strategies.

Helen is a Chartered Fellow of CIPD and Chartered Institute of Marketing and is a qualified coach. She is passionate about uniting business and work opportunities with disenfranchised groups, particularly young people who are failing in education routes and she volunteers with the Youth Justice Service which aims to prevent re-offending through a Government scheme that is an alternative to custodial sentencing.



Hollie Crompton

PwC

Social Mobility Lead

Hollie Crompton is the Social Mobility Lead at PwC. Based in Manchester, she joined PwC on the Audit School Leaver Programme and has worked for PwC for 18 years. She qualified as a chartered accountant (ICAEW) in 2008. Since 2017, as part of PwC's dedicated social mobility team, Hollie has led on key projects including the expansion of PwC's Work Experience Programme, the Social Mobility Community Engagement Programme and a data project focused on gathering socio-economic background data on all of PwC's 22,000 people to help inform and measure the social mobility strategy.



Hollie Whittles

Purple Frog Systems

National Policy Skills Champion - FSB & Director - Purple Frog Systems Ltd

Hollie is a passionate advocate for digital skills and apprenticeships. She is an award-winning TEDx speaker, author and director of two digital companies - Purple Frog Systems and FraggleWorks. She is also the National Policy Skills Champion for the Federation of Businesses (FSB). Having originally read business studies at university, Hollie completed a Level 5 apprenticeship some 25 years later in her own organisation, using it as an opportunity to upskill her existing knowledge. As well as employing apprentices, she now has first-hand experience! Hollie has been an Enterprise Adviser for over 5 years, she chairs the Marches Careers Hub Steering Group and sits on various Employer Advisory Boards. Joining the Careers & Enterprise Company Employer Advisory Group is as an opportunity to bring the small business voice to the table. She is keen to help break down barriers and ensure that the work ready skills required by all sizes of business are developed in careers programmes to bridge the gap between education and employers.



Ian Browne

Lloyds Banking Group

Early Careers and Youth Skills Lead

Ian Browne is Early Careers Lead for Lloyds Banking Group. Ian has built and oversees the execution of school and college skills building and work experience programmes, now reaching over 110,000 students a year – all aligned to the Gatsby Benchmarks and incorporating the Skills Builder Framework. Ian is a strong advocate of CEC's Employer Standards and the advancement of careers education. In 2024 he was recognised by peers as Early Careers Professional of the Year in the National Graduate Recruitment Awards.



Irene Graham

Scale up Institute

CEO

Irene is the founding CEO and a board director of the ScaleUp Institute, a private sector, not-for-profit company focused on making the UK the best place in the world to scale up a business. She is a former senior banker at Standard Chartered where she held both European and global managing director roles. She set up, ran and scaled several of the bank's key client and product businesses across its corporate and institutional bank and led several global M&A activities. Working internationally across Europe, the Americas, Middle East and Asia, living in Singapore for a period of time. During the height of the financial crisis was seconded to work across the banking industry where she led the Business Finance Taskforce and Better Business Finance which was responsible for, amongst other initiatives, the founding of the Business Growth Fund, SME Finance Monitor, and leading on developments in Open Banking, and the Small Business Act. She is a Visiting Professor of Entrepreneurship at Strathclyde University and holds a variety of non executive director and advisory roles across the creative, business and finance communities.This has included participating in the Fintech Strategy review; the Life Sciences Scaleup Taskforce; Creative Industry Councils and sitting on Canada's National Research Industrial Advisory Council.



Kate Burnett

Data & Marketing Association - DMA

General Manager, DMA Talent, Data and Marketing Association

Passionate about enabling young people to gain the skills they need to get on in the workplace. Reporting to the CEO, I lead DMA Talent in its mission to attract a new and diverse generation of fresh thinkers to the marketing and data industry. We connect people to industry, provide opportunities to learn new skills and discover the right career. We work with DMA members to plug talent and skills gaps, with government in their technical education strategy and Digital Skills Bootcamps, and also with universities and college to improve career advice, employability and skills in marketing. Prior to this I worked in marketing agencies in Account Management and Database development.



Katherine Baddeley

Cisco UK & Ireland

Head of Corporate Social Responsibility and Diversity, Equity & Inclusion

Kathryn is the Head of Corporate Social Responsibility for Cisco UK & Ireland, leading and enabling innovative CSR and social value initiatives across the organisation, many of which are focussed on digital skills and work to support disadvantaged groups into the digital industry. She also leads Cisco's Inclusion Board supporting inclusive communities (ERGs) to make an impact across the business.

Kathryn sits on the Tech UK Skills & Diversity Council and the Greater Manchester Diversity Inclusion Action Network.

Kathryn is vice-Chair of the board of trustees of Berkshire Women's Aid where she seeks to use her professional experience to support victims of domestic abuse.



Liane Richardson

Thakeham

HR Director

Liane is the HR Director at Thakeham, covering the entire people remit across the business, from recruitment and wellbeing to performance management. She has worked for the organisation for the past five years during which time it has more than doubled its headcount through organic growth. Thakeham is a leading south of England strategic land promoter and housebuilder delivering sustainable homes and strong communities. With an industry-leading focus on biodiversity and the environment, and a commitment to people and communities, it is at the forefront of placemaking in the UK. Liane started her HR career in a number of engineering organisations, and prior to Thakeham, worked for 13 years for Ricardo Plc where she gained her MSc in Personnel & Development. Liane is also an Enterprise Advisor for a school in Reigate, Surrey, the chair for the Careers Hub in West Sussex and represents the construction industry on the LSIP Board.



Lizzie Crowley

CIPD

Senior Policy Advisor - Skills

Lizzie is CIPD's Senior Skills Policy Advisor and leads CIPD's research and policy development on the UK skills system. Lizzie is a policy and research professional with over 18 years' experience in the employment and skills arena, having worked with both the public and private sector to develop high-quality research to inform organisational practice, public policy and shape the public debate.



Patrick Milnes

British Chambers of Commerce

Head of Policy for People and Work

Patrick has been working in the employment sector since 2015, beginning his career as a recruitment consultant in the finance tech sector for Hays recruitment. He joined the Recruitment & Employment Confederation (REC) in 2018, initially as a legal advisor, before moving into policy and campaigns, focusing on employment rights , skills and compliance. Patrick moved to become Head of Policy for People and Work at the BCC earlier this year, and is now leading the BCC's work on both skills policy and wider employment related issues.



Paul Skitt

Flannery Plant Hire

Skills Director

20 years' experience in skills sector. Chair several skills/employment/careers groups, including 2 Cornerstone Groups.



Peter Caney

BAE Systems

Head of Early Careers and Skills

Peter has worked within education and skills for over 20 years, enjoying 15 years of career progression within the FE sector prior to joining BAE Systems as Head of Apprentice and Skills Training in 2015. Since joining the company, Peter has led on the delivery of Apprenticeship training across the UK and held responsibility for the company's education outreach provision, which includes flagship programmes such as the Education Schools Roadshow and Movement to Work. Peter has also led a number of service innovation and digital transformation programmes to enable significant growth in BAE Systems Early Careers provision. As Head of Early Careers & Skills, Peter is now responsible for overseeing programme delivery for over 6500 apprentices and graduates.

Peter was delighted to take on the role of Cornerstone Employer representative for BAE Systems in 2019 and has been Chair of the Lancashire Cornerstone Group since 2021. He is a member of the Lancashire Skills and Employment Partnership panel and is excited to be joining the CEC Employer Advisory Group. He is passionate about increasing career opportunities for young people through modern and meaningful work experiences.



Polly Dhaliwal

Enterprise Nation

Chief Operating Officer

Polly Dhaliwal is Chief Operating Officer at Enterprise Nation, the UK's largest small business community, supporting and reaching over one million entrepreneurs and early stage founders each year through programmes, digital tools, mentoring and partnerships. At Enterprise Nation, Polly leads platform operations, product development and national partnerships, working closely with government, corporates and educators to improve access to skills, finance and entrepreneurship pathways.

Alongside her role at Enterprise Nation, Polly is the founder of Girls in Movement, a global not for profit initiative on a mission to educate and empower one million girls through confidence, financial education, entrepreneurship and digital skills. The organisation works with schools, communities and partners in the UK and internationally to help young people build aspiration, agency and practical skills for the future of work.

Polly brings experience across entrepreneurship, digital skills, community building and employer engagement, with a strong focus on inclusion, early talent development and creating meaningful pathways between education and the world of work.



Rita Patel Miller

QTS

Social Strategy Director | Europe | Chartered Fellow (FCMI CMgr)

Rita is a senior leader in social sustainability, CSR, and EDI, passionate about delivering strategies that creating lasting impact for both businesses and communities.

Currently, as Social Strategy Director at QTS Rita is building a blueprint for creating social and economic benefits through QTS's data centre portfolio across Europe. This includes working in collaboration with local partners and stakeholders to plan and achieve wider benefits for the communities in which we operate.

As Global Head of Social Value at Mace Consult, Rita built and scaled a consultancy service line from 1 to 17 specialists in under two years, generating £3m+ revenue and delivering £200m+ in social value across major projects.

Recognised as a thought leader and speaker, Rita serves as Chair of the Central London Careers Hub Employer Cornerstone Group, driving opportunities for young people and underrepresented communities. My mission is simple: to harness strategy, collaboration, and innovation to build a more sustainable and inclusive future.



Roisin Sharkey

KPMG

Head of Corporate Responsibility

Roisin has a career spanning Business and the Civil service where she began her career in the Department of Environment, Food and Rural Affair. She worked on policy development in relation to CSR, environmental reporting and Greenwash and was responsible for introducing carbon reporting into legislation. She took a year secondment to the then Prince of Wales Private Office where she worked as a researcher on his Environment Portfolio. Roisin joined KPMG 12 years ago as an Environmental manager and now heads up the Corporate Responsibility and Sustainability team. Roisin was recognised as Corporate Social Responsibility leader in 2024 at the Better Society Awards.



Samantha Sullivan

Tesco

Group Development Programme Manager

In her current role as Group Development Programme Manager, Samantha leads the Stronger Starts Retail Apprenticeship, King's Trust partnership, work experience and work placement programmes for Tesco.

With 25 years experience in retail and 8 years experience in the early career space Samantha has developed an award-winning apprenticeship programme and been recognised for her individual contribution to young people by the King's Trust.
A champion for providing inclusive and accessible programme to support young.



Saskia King

bp

Education and Employability Senior Advisor

Saskia has over 10 years' experience in People and Culture, and currently leads bp's global work experience programme, which aims to reach at least 500 young people per year. The programme forms part of bp's Social Mobility strategy, which she also oversees. With a background in partnering, operations and skills partnerships, Saskia is passionate about supporting organizations to create an inclusive workplace.



Shajeda Ahmed

Frimley Health NHS Foundation Trust

Chief People Officer

Shajeda brings over 20 years of leadership experience across both public and private sectors, including senior NHS, national and global roles in retail and manufacturing. She is a Chartered Fellow of the Chartered Institute of Personnel and Development and holds a master's in human resources management from the University of Wolverhampton.

She is known for her progressive and innovative approach to people management and for leading award-winning work in organisational development and inclusion. Passionate about creating a diverse, engaged and supported workforce, Shajeda believes this drives better decision making, innovation and ultimately improves the care provided to patients and communities.



Stephen Isherwood

Institute of Employers

Joint CEO, Market Intelligence & Though Leadership

Joint CEO of Institute of Employers, responsible for market intelligence and thought leadership, for expertise and analysis, for policy direction and guidance to help members develop their early talent strategies. 25 years' experience in student recruitment and development; previous role was head of student recruitment at EY.