



Incorporating the UK GRAD Programme and UKHERD

Training for employability...or ...Evidencing employability

Dr Janet Metcalfe, Vitae

www.vitae.ac.uk

Vitae is supported by Research Councils UK (RCUK),
managed by CRAC: The Career Development Organisation
and delivered in partnership with regional Hub host universities

Developing researchers: skills and employability



- ✓ Research training and employability
- ✓ Vitae vision, aims and activities
- ✓ Researcher development framework
- ✓ Employability
 - What do researchers do?
 - Vitae Career stories portal
 - RCUK cohort study (3.5 years after graduation)

- ❑ “Research training and employability are not mutually exclusive. Empowering researchers to take ownership of their personal and professional development is entirely consistent with the aims of research degree programmes to develop independent, autonomous researchers who are capable of producing original research.”

Vitae vision and aims

“For the UK to be world-class in supporting the personal, professional and career development of researchers”

- ✔ **Building human capital** by influencing the development and implementation of effective policy relating to researcher development
- ✔ **Enhancing higher education provision** to train and develop researchers
- ✔ **Empowering researchers** to make an impact in their careers
- ✔ **Evidencing the impact** of professional and career development support for researchers

Vitae approach



- ✔ Encouraging a process of cultural change
 - Combination of national drive and regional/local ownership – Hub network
 - Work with all stakeholder groups, researchers, research managers, academics, staff in universities, policy makers, non-HE employers
 - Develop strategic relationships with other stakeholders and relevant networks
- ✔ Inclusive approach supporting all HEIs, all researchers and all researcher careers
- ✔ As part of our enhancement role, contribute to benchmarking and monitoring progress by helping to build the evidence base

Support for researchers

- ✔ Vitae website
- ✔ GRADBritain
- ✔ GRADschools
- ✔ PhD planner
- ✔ PGR tips
- ✔ Part-time researcher
- ✔ Balanced researcher
- ✔ Creative researcher
- ✔ Careers in focus



Starting your doctorate

Milestones could include:

- Inductions
- Write a plan
- Start complete literature review
- Meetings with your supervisor
- Agreement with your supervisor on expectations process
- Training needs analysis
- Attend training
- Write first year report
- Define methodology
- Begin data collection
- Attend seminars, conferences
- Sign up to PGR tips and GRADBritain
- Finalise, secure or other commitments
- Give yourself time for a holiday
- Your own milestones.

Midway through your doctorate

Milestones could include:

- Write a plan to identify gaps and consider how to fill those
- Meet with a career adviser to talk about your career plans
- Assess research results achieved and what realistically still needs doing
- Keep writing
- Meetings with supervisor
- Present your research at a conference or seminar
- Your own milestones.

Completing your doctorate

Milestones could include:

- Draw up a plan to cut writing up into manageable pieces
- Complete all chapters or sections
- Final complete draft
- Apply for jobs or funding
- Submit
- viva practice
- viva, corrections and graduation
- Your own milestones.

Week planner for this year:

Milestones for next year

Milestones for year after

vitae
realising the potential of researchers

Planning your doctorate
Schedule for success

The balanced researcher

Strategies for busy researchers

If you're a busy researcher juggling many demands on your time then you need to read this book. It will give you:

- Strategies to be more effective in your work
- Strategies to balance work and other parts of your life
- Specific actions that will have a big impact on your work and life

Hugh Kearns Maria Gardiner

vitae
realising the potential of researchers

GRADBritain

A magazine for and by postgraduate researchers in the United Kingdom

Another year....

Liza Fildes, Editor-in-Chief (University of Warwick)
gradbritain@vitae.ac.uk

CONTENTS

- 1 Part-time PhD, part-time life...
- 2 Career paths for PGRs
- 3 The academics vs. administration
- 4 The academics... response
- 5 Are you fit to study?
- 6 Blogging to completion...
- 7 Where did the last month go?
- 8 Dr Fildes
- 9 The balance of work...
- 10 What I wish I'd known...
- 11 The Rough Guide...

Stuff that might interest you... Researcher Development Framework

Researchers thoughts and comments needed!

All individuals and organisations with an interest in the career development of researchers are invited to respond to this consultation. The consultation is open until Friday 11 December 2009. Further information about the framework and the consultation can be found at www.vitae.ac.uk/vitaeconsultation

GRADBritain 1

UK Researcher development framework



- Replacement for the UK 'Joint Skills Statement'
- Tool for planning, promoting, supporting personal, professional and career development of researchers in HE
- Describes knowledge, skills, behaviours and personal qualities of researchers at different stages of being a researcher
- Encourages researchers to aspire to excellence
- Providing a language for communicating research qualities

Structure of RDF: domains



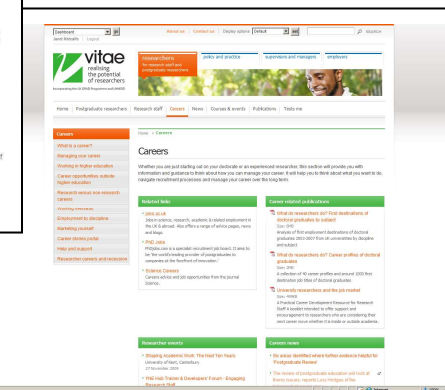
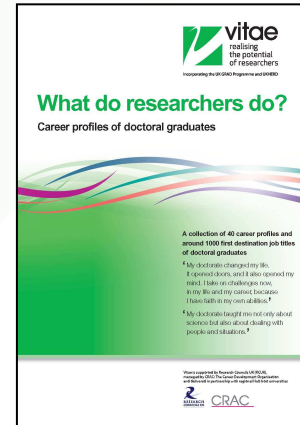
- ✔ **Knowledge and intellectual skills**
 - knowledge base
 - cognitive skills
 - creativity
- ✔ **Personal effectiveness**
 - personal qualities
 - self management
 - professional and career development
- ✔ **Research organisation and governance**
 - professional conduct
 - project management
 - finance, funding and resources
- ✔ **Communication, impact and influence**
 - engagement and dissemination
 - working with others
 - relating to the broader context

RDF: examples of descriptors

Proficiency level Descriptors	Phase 1	Phase 2	Phase 3	Phase 4	Phase 5
<i>Time Management</i>	Manages own time effectively to complete research project; sticks to clear plan.	Delivers a project on time; quick and efficient; responds flexibly.	Manages multiple or complex projects to time; balances constraints.		
<i>Flexible response to change</i>	Adapts approach with guidance when required to; carefully considers risk.	Adapts to changes; balances risk and opportunity.	Engages with change; expects change and is prepared for it; manages risk accordingly.	Embraces change, finds it stimulating; anticipates risk.	Promotes change and more willing to take personal risk.
<i>Responsibility and self-reliance</i>	Recognises boundaries and draws upon and use sources of support as appropriate (D6).	Self reliant (D7) capable of directing others.	Builds and uses own support structures. Contributes to others' support; recognises need for collegiality.	Exploits focussed and targeted support mechanisms.	

Support for career development

- What do researchers do?
 - First destinations by subject
 - 40 career profiles
- Careers portal
 - database of careers stories
 - Career stories on film links with icould
- Employers' briefing
 - targeting the postgraduate and researcher market
 - researchers' skills and competencies
- Website careers section
 - www.vitae.ac.uk/careers



What do researchers do? First destinations by subject

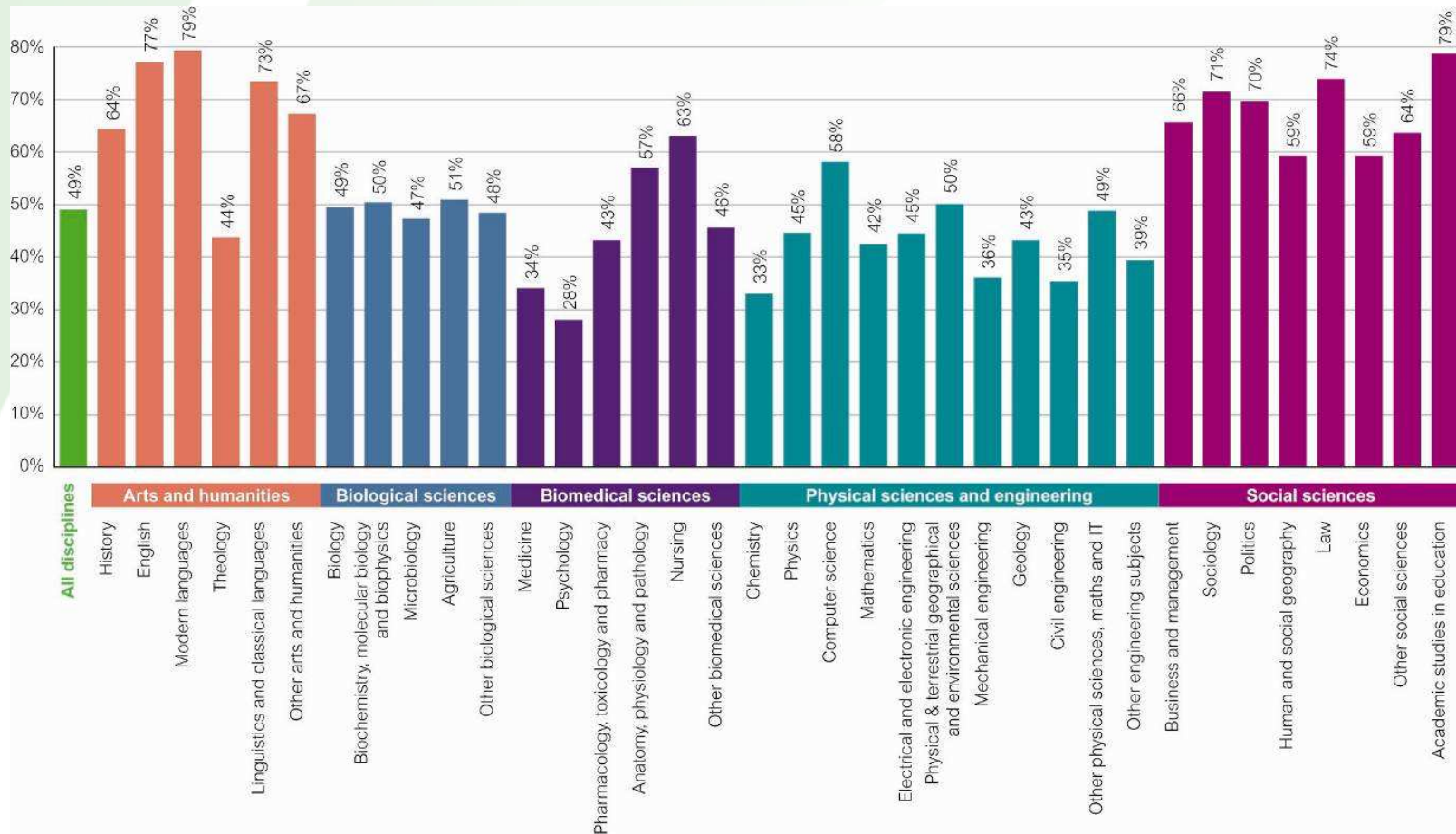


- 2003 - 2007 doctoral graduates
- Cohort 12.5k - 14.5k
- 54-58% UK-domiciled
- 46-48% female
- 26-27% part-time
- 65-70% response rate
- 30 subjects and 6 'others'

Employed in the education sector 49% overall



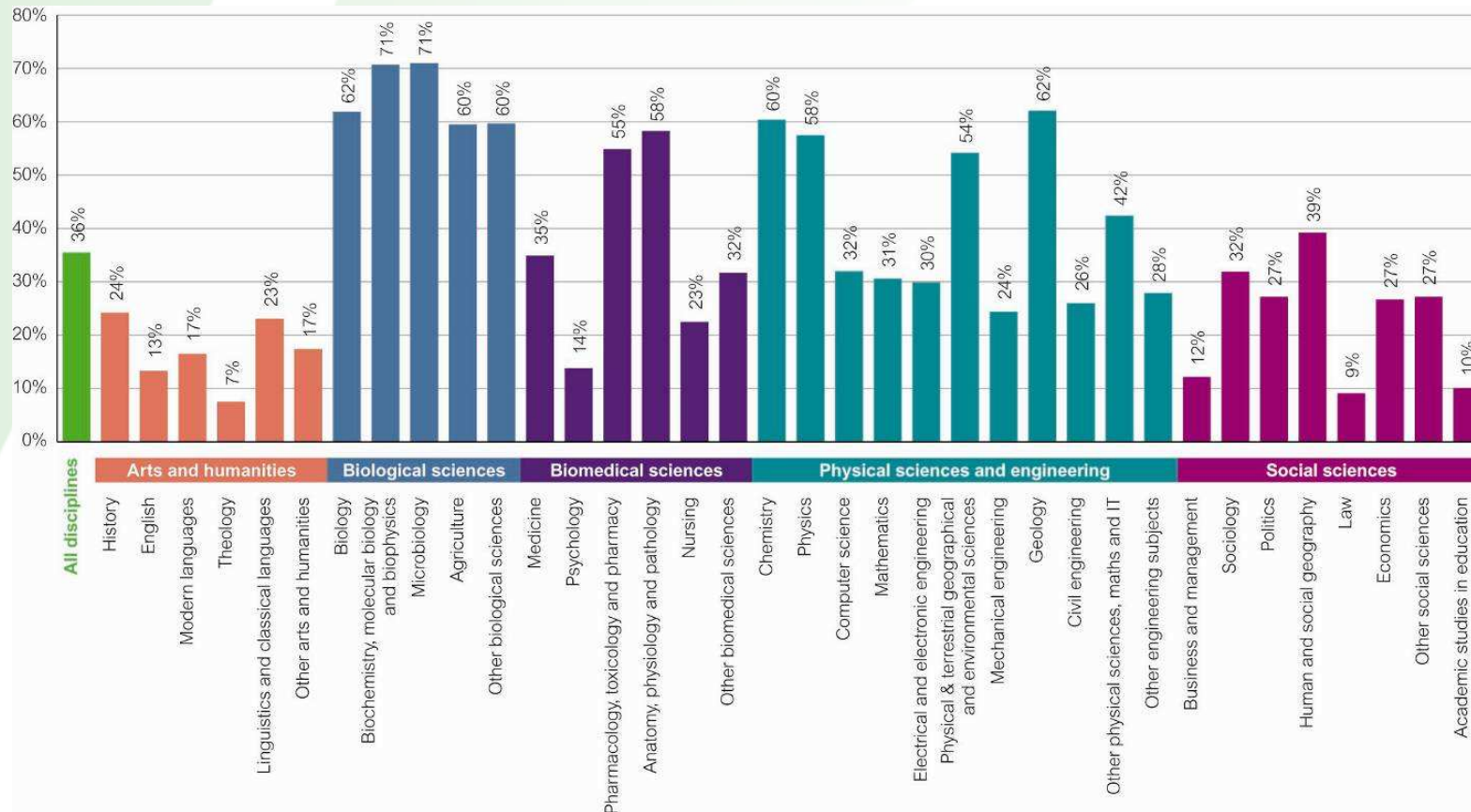
Varies from 28% (psychology) to 79% (modern languages)



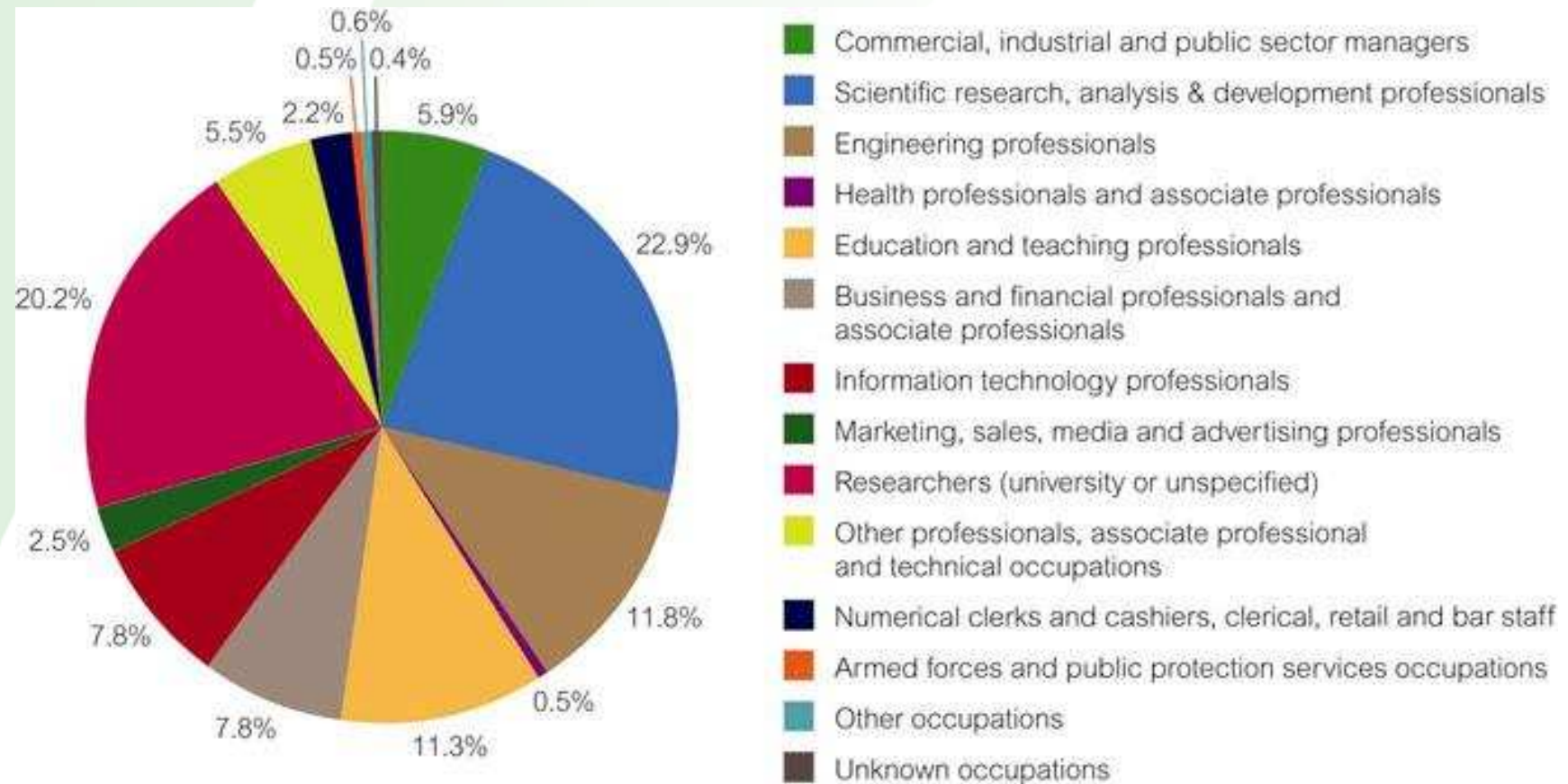
Employed in research roles 35% overall



Varies from 7% (theology) to 71% (some biological subjects)



What do researchers do? Physical sciences and engineering

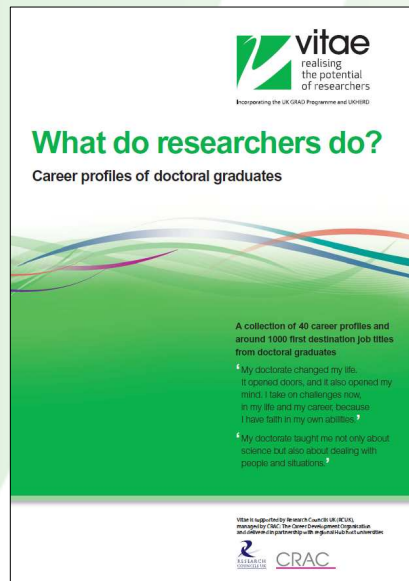


Vitae career stories portal



- ✔ Searchable database of researcher career stories
 - video, oral, written stories (600)
 - narrative journeys; turning and tipping points
 - demonstrate the wider impact of researcher careers on society/the economy
 - upload individual stories
 - post information on related career stories projects (30)
- ✔ Complement statistical information on researchers' careers
- ✔ Share approaches, methodologies and questions relating to the collection of career stories
- ✔ Community of practice for those building libraries of career stories

What do researchers do? Career profiles



- ✓ 40 career stories
- ✓ 1000 1st destination job titles
- ✓ Two emerging themes:
 - ✓ significant impact on employability
 - ✓ influence on career journey

I have 'drawn on my experience as a doctoral student in virtually all the jobs I have had since leaving university.'

Andrew Hann (history), English Heritage

'My doctorate changed my life. It opened doors, and it also opened my mind. I take on challenges now, in my life and my career, because I have faith in my own abilities.'

Cora Beth Knowles (Latin literature), Open University

RCUK cohort study: importance of education and work experience in obtaining current role



	Formal requirement or important	Not important
✔ Skills and competencies	92% (44, 48)	3%
✔ Qualification	82% (50, 32)	6%
✔ Subject knowledge	82% (40, 42)	7%
✔ Relevant work experience	78% (26, 52)	8%
✔ [It fitted into my career plans: 73.8%]		
✔ [It was exactly the type of work I wanted: 65.7%]		
✔ [Very or fairly satisfied with career to date: 91%]		

RCUK cohort study

Use of skills, knowledge and experience



	most of time	not at all
☑ Use your general disciplinary knowledge	65%	4%
☑ Conduct research	40%	15%
☑ Use your research skills	47%	6%
☑ Use your generic skills	58%	2%

L-DLHE: Extent of impact



	Great extent	Some extent	not at all
❑ Be innovative in the workplace	47%	47%	6%
❑ Make a difference in the workplace	40%	53%	7%
❑ Access immediate or short-term job opportunities in your chosen career	36%	43%	22%
❑ Progress towards your long term career aspirations	50%	41%	10%
❑ Enhance your social and intellectual capabilities beyond employment?	41%	48%	11%
❑ Enhance quality of your life generally	39%	51%	10%

References



- ✔ Vitae www.vitae.ac.uk
- ✔ What do researchers do? www.vitae.ac.uk/wdrd
- ✔ Career stories portal www.vitae.ac.uk/careerstoriesportal
- ✔ RCUK cohort study
www.rcuk.ac.uk/rescareer/rcdu/impact.htm
- ✔ Researcher development framework (RDF)
www.vitae.ac.uk/rdf
- ✔ Employability and doctoral research postgraduates, ESECT, 2005 www.heacademy.ac.uk