



Enhancing capability to train and develop world class researchers

Ellen Pearce, Vitae
ellen.pearce@vitae.ac.uk

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**

Enhancing capability to train and develop world class researchers



- Developing a model to enhance capability
 - The UK national approach
 - Researcher Development Framework
- Activities for key stakeholders:
 - Research Councils, funders and policy makers
 - Higher education institutions
 - Employers
 - Researchers
- Value and impact of doctoral graduates

Importance of researcher development to the UK



- The UK is committed to the development of world-class 'leading' researchers
- Government recognises importance of highly skilled people
- Researchers are critical to economic success
- Positive messages about HE achievements from RCUK Roberts funding
- Encouraging responses from HEs about sustaining researcher development
- Researchers' careers span a range of employment sectors
- Importance of leadership, creativity, innovation and entrepreneurship

Vitae vision and aims



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

- ✓ **Build human capital** by influencing the development and implementation of effective policy relating to researcher development
- ✓ **Enhance higher education provision** to train and develop researchers
- ✓ **Empower researchers** to make an impact in their careers
- ✓ **Evidence the impact** of professional and career development support for researchers

www.vitae.ac.uk



A UK approach

Practice sharing

Policy Fora, events
Regional hubs
News, reports, feedback

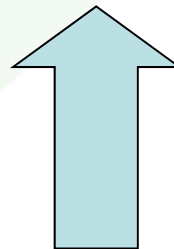


HEI provision

Legacy of
Roberts

Strategic
commitments

HR Excellence
Award



Capacity building

Vitae courses
Masterclasses
Networks
Research,
evaluation



Framework

The Concordat

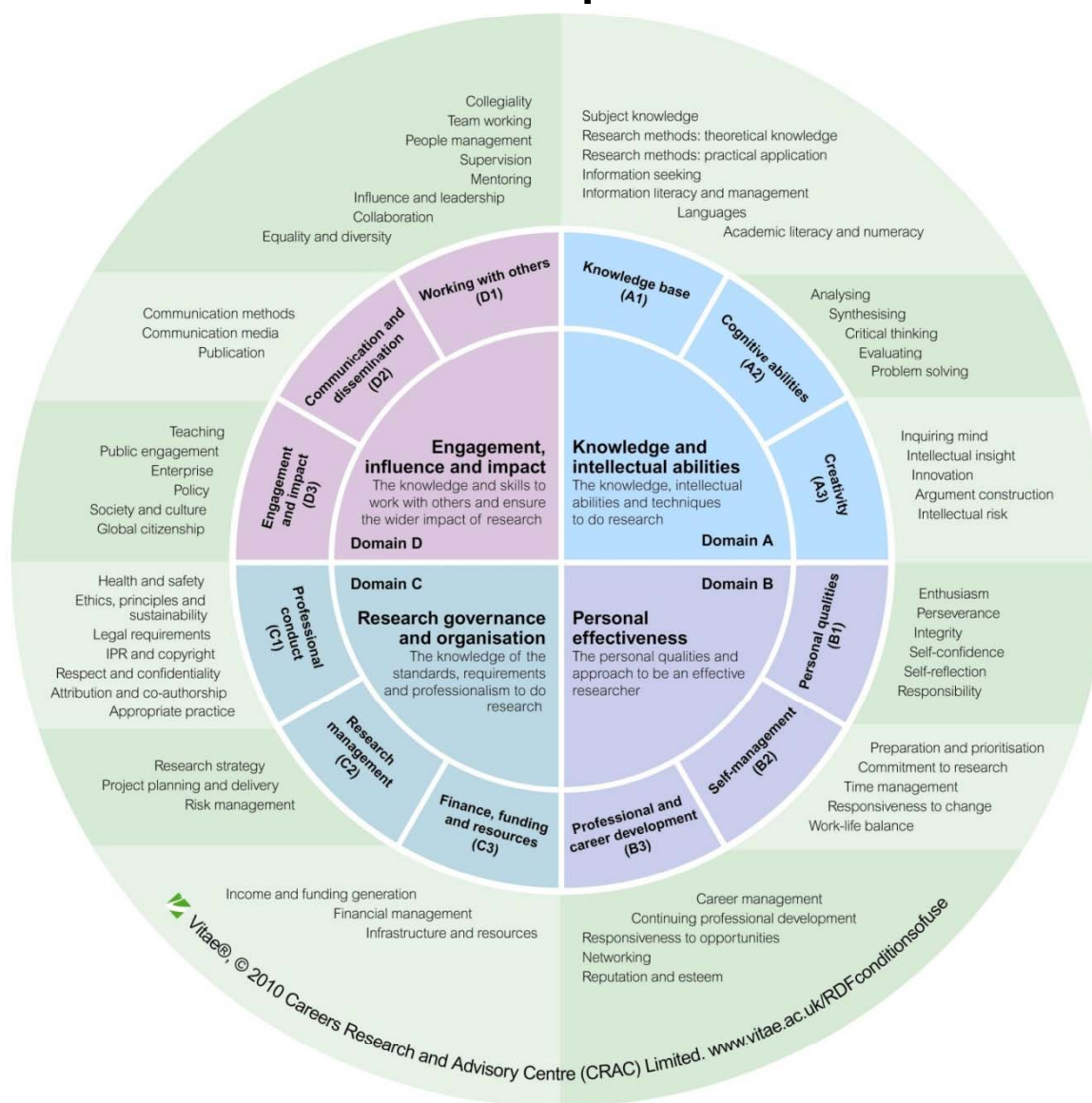
Roberts Recommendations

QAA Code of Practice

Researcher Development
Framework



Researcher Development Framework



- Framework of the knowledge, behaviour and attributes of successful researchers
- Enables self-assessment of strengths and areas for further development
- Common language for researchers capabilities

www.vitae.ac.uk/rdf

Research Councils, funders and policy makers



Vitae provides:

- Independent strategic input to policy development
- Collective expert sector input policy
- Leadership of European Policy areas, eg HR Excellence badging
- Leadership around implementation of RC researcher development strategy, ability to target specific aspects
- Translation of policy into practice
- Activities for specific agendas, eg Careers in Focus
- Maximise infrastructure for other agendas eg Concordat for Public Engagement

Vitae work with HEIs to build capacity for training and developing researchers

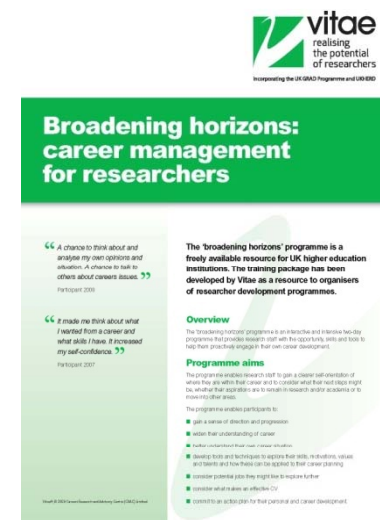


- Collective input to policy development
- Access to provision
 - high quality, flexible resources for use by all UK HEIs, eg 'Effective researcher', 'Broadening horizons', PhD planner, 'Balanced researcher'
 - databases of practice, resources, trainers and developers
- 'Benchmarking' provision
 - Postgraduate Researchers Experience Survey (PRES)
 - Careers in Research Online Survey (CROS)
 - Principal Investigator and Research Leaders Survey (PIRLS)
- Professional development and practice sharing for practitioners
 - national and regional networks
 - national conference and regional events
 - community of practice
 - series of master-classes for trainers and developers

Programmes for HEIs



Programmes to impact the effectiveness of researchers



Managing your academic career: career development for women

Leadership, social enterprise, advancing in academia

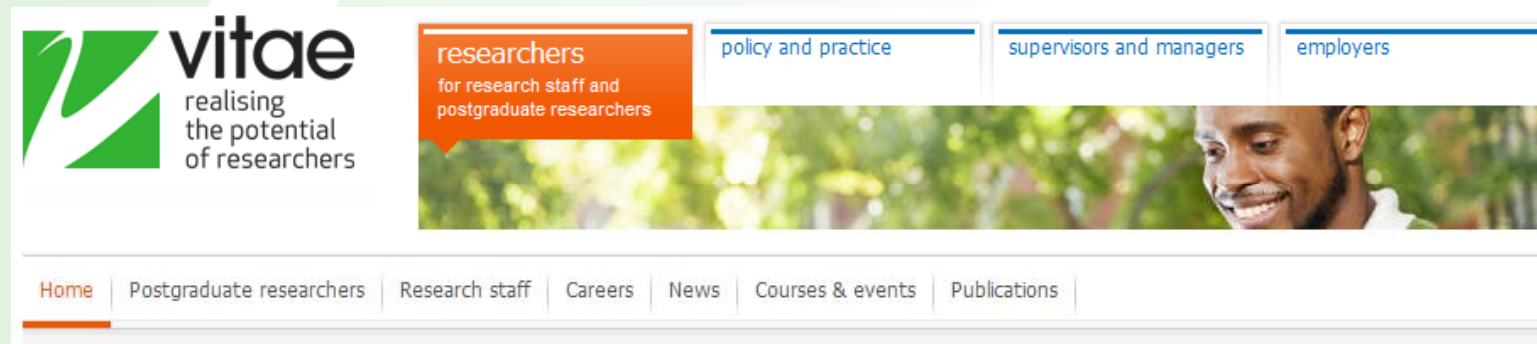
Vitae work with employers



Vitae provides:

- News, information, briefings and input to policy
- Destinations, impact and career stories of researcher careers
- Resources to empower researchers as intermediaries to translate skills/competencies
- Courses and programmes, eg Careers in focus
- Map landscape of studentships, internships and placements
- Case studies on working partnerships, employers, researchers, academics

Activities for researchers



Researcher news and views

- Researcher blogs

www.vitae.ac.uk/rsblog

www.vitae.ac.uk/whatsupdoc

Induction materials, eg PhD schedule

Courses www.vitae.ac.uk/courses

Publications

- Researcher booklets
- PGR resources
- Regional ebulletins
- Concordat briefings

www.vitae.ac.uk/researcherbooklets

www.vitae.ac.uk/concordat

Understanding the impact of researcher careers



What do researchers do?

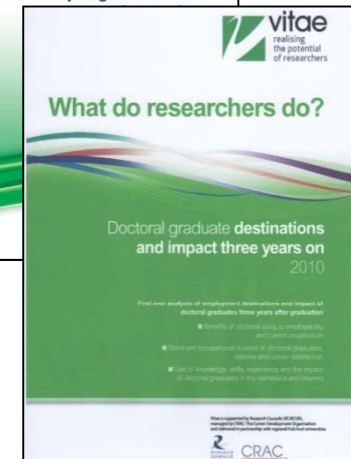
- First destinations by subject
- Career profiles
- Career profiles of doctoral entrepreneurs
- Doctoral graduate destinations and impact three years on
- Career paths of doctoral graduates
- Video narratives

Researcher experience

- PRES and CROS

Briefings for employers

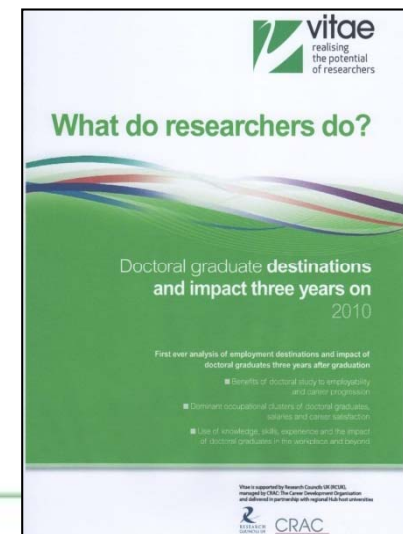
Impact of training and development



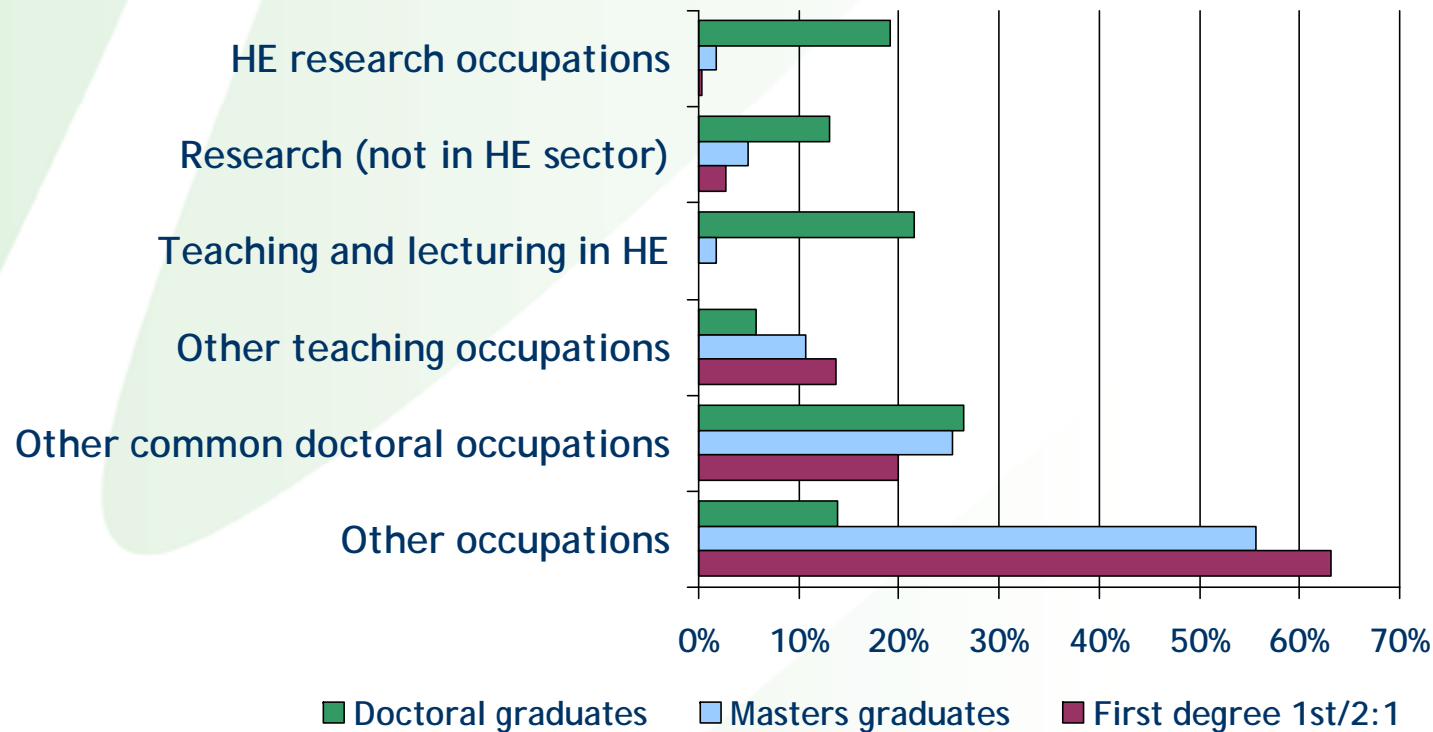
WDRD? three years on



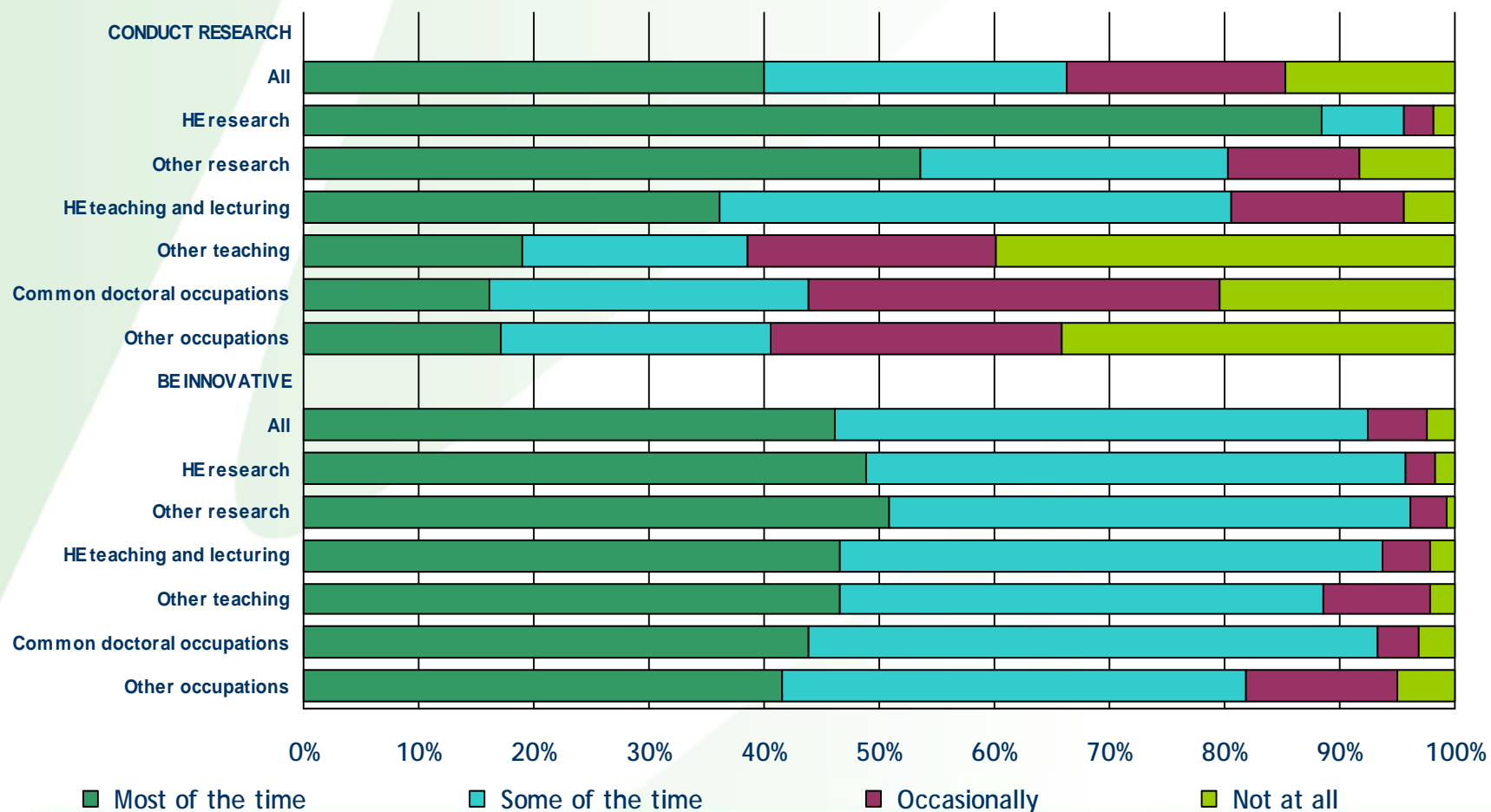
- Experience of research degree programme
- Employability
 - 2% unemployed
 - 54% have changed jobs
 - £34,000 median gross annual salary
- Value of the doctorate (82% requirement or important)
- Unique doctoral occupations



Value to society: destinations three years on



Conducting research and being innovative in the workplace



Use of knowledge, skills and experience



Useful links



- ✔ Vitae: www.vitae.ac.uk
- ✔ Annual conference: www.vitae.ac.uk/conference2011
- ✔ What do researchers do? www.vitae.ac.uk/wdrd
- ✔ Impact and evaluation www.vitae.ac.uk/impact
- ✔ Courses for researchers www.vitae.ac.uk/courses
- ✔ Researcher booklet series
www.vitae.ac.uk/researcherbooklets
- ✔ DOCENT project <http://docentproject.eu>

ellen.pearce@vitae.ac.uk