vitae
realising
the potential
of researchers

Incorporating the UK GRAD Programme and UKHERD

Latest developments in postgraduate training

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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

Aims

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- Landscape and background
- Vitae vision and aims
- Latest developments
  1. New underpinning researcher development framework
  2. Evidence, impact and evaluation
  3. Planning for future scenarios
  4. Supporting transitions

2004

Quality Assurance Agency

90,000 doctoral researchers

RESEARCH COUNCILS UK

Roberts funding

£20m+ per year for skills and career development

National organisations: Funding Councils, Research Councils, Universities UK, British Council, Vitae and others

120 research -active institutions

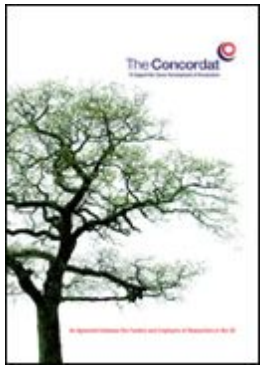
vitae realising researchers' potential

Maximising investment

Networks, information, policy and practice

2008

Research funders and universities



40,000 research staff

PG Review; new government; future of Roberts funding; European initiatives

Vitae vision and aims

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- 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

1. Researcher development framework

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- Empirical data from analysis of audio-recorded, semi-structured interviews with experienced researchers
- Tool for planning, promoting, supporting personal, professional and career development
- Describes knowledge, skills, behaviours and personal qualities of researchers
- Builds on the Joint skills statement to cover full career continuum
- Primarily for researchers and those supporting researchers
- Recognises individual difference and different career paths (in and out of HE)
- NOT intended for job descriptions, person specs or appraisal systems

Structure of RDF: domains

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- **Professional and intellectual attributes**
  - knowledge base
  - cognitive skills
  - creativity
- **Personal effectiveness**
  - personal qualities
  - self-organisation
  - career development
- **Research organisation and governance**
  - professional conduct
  - project management
  - finance, funding and resources
- **Impact and influence**
  - communication
  - working with others and leadership
  - relating to the broader context
  - application of research and knowledge exchange

Themes from the consultation

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- > 240 responses
  - 65 HEIs; stakeholders; 72 researchers
- Majority of responses positive – 60-80% agreement
- Wide relevance and applicability; empirical basis welcomed; developmental framework
- Concerns over:
  - Expectations on HEIs (links with the QAA and Concordat)
  - Links with other professional frameworks and progression
  - Wider recognition of transferability of skills
  - Relevance to all researchers
  - Usability and tools

RDF actions and next steps

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- Further conversations with key stakeholders, eg QAA, RCUK, HEA, funding councils, ECU, UHR, SEDA, CIPD
- Review detailed comments relating to content
- Finalise and publish consultation analysis, March
- Publish framework, April
  - Create case studies of researchers' profiles
  - Develop RDF web section, including FAQs
  - Create implementation strategy, including evaluation
- Reflection period, April - November

2. Evidence, impact and evaluation

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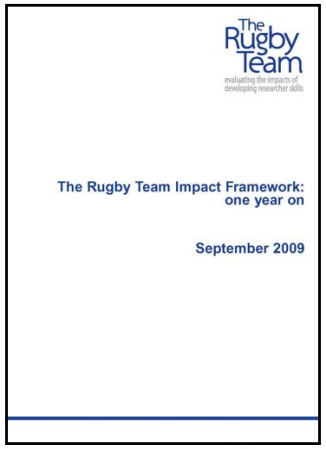
- Rugby Team Impact Framework launched September 2008
- RTIF: one year on report September 2009
  - 27 evaluation projects
  - Demonstrable links to successes in
    - Grant applications, fellowship applications, employability
- Major report to the Vitae conference in 2010
- Independent review of Roberts funding


The Rugby Team
The Rugby Team Impact Framework: one year on
September 2009

Researcher careers and employers

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- Employer views
  - Surveyed over 100 non-HE employers
  - Over 70% said they would welcome more applications from doctoral graduates
  - The more experience employers have of doctoral graduates the higher they rate their skills
  - Engaged employers rated highly
    - Problem solving, drive and motivation, data analysis and project management
    - Leadership and commercial awareness more highly rated by this group
- Career stories database

3. Planning for future scenarios

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- Trend: scoping, coordinating, main-streaming, capacity building
- Strategic approaches – eg Edinburgh and Imperial
- Themes:
  - Cost effectiveness
  - Collaborations for high effort/cost activities
  - Maintaining capacity; experienced staff
  - Learning materials and programmes
  - Researcher-led activities
  - Links with the doctoral training centres

4. Supporting transitions

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- Policy discussions from January published in March
- Resources for researchers: ‘creative researcher’
- Resources for HEIs: Effective Researcher, Broadening Horizons, Careers in Academia, Leadership in Action, masterclass programme for HEI staff
- Vitae innovate: review criteria, open call at

  Easter, deadline for proposals June

  £100k fund