



# Enhancing and tracking graduate student employment

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[www.vitae.ac.uk](http://www.vitae.ac.uk)

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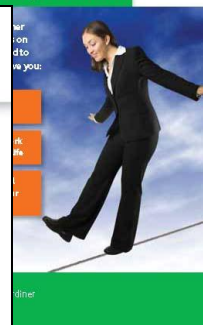
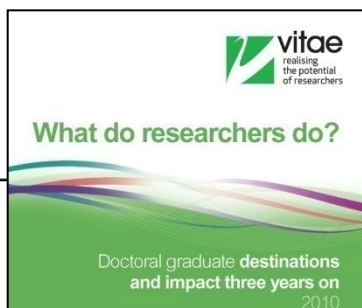
- ✔ Vitae's vision and aims
- ✔ What makes a successful researcher?
- ✔ Vitae Researcher Development Framework
- ✔ Where do researchers go?
- ✔ What skills and expertise do they use?
- ✔ How can graduate schools help employability

# 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



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# Vitae Researcher Development Framework



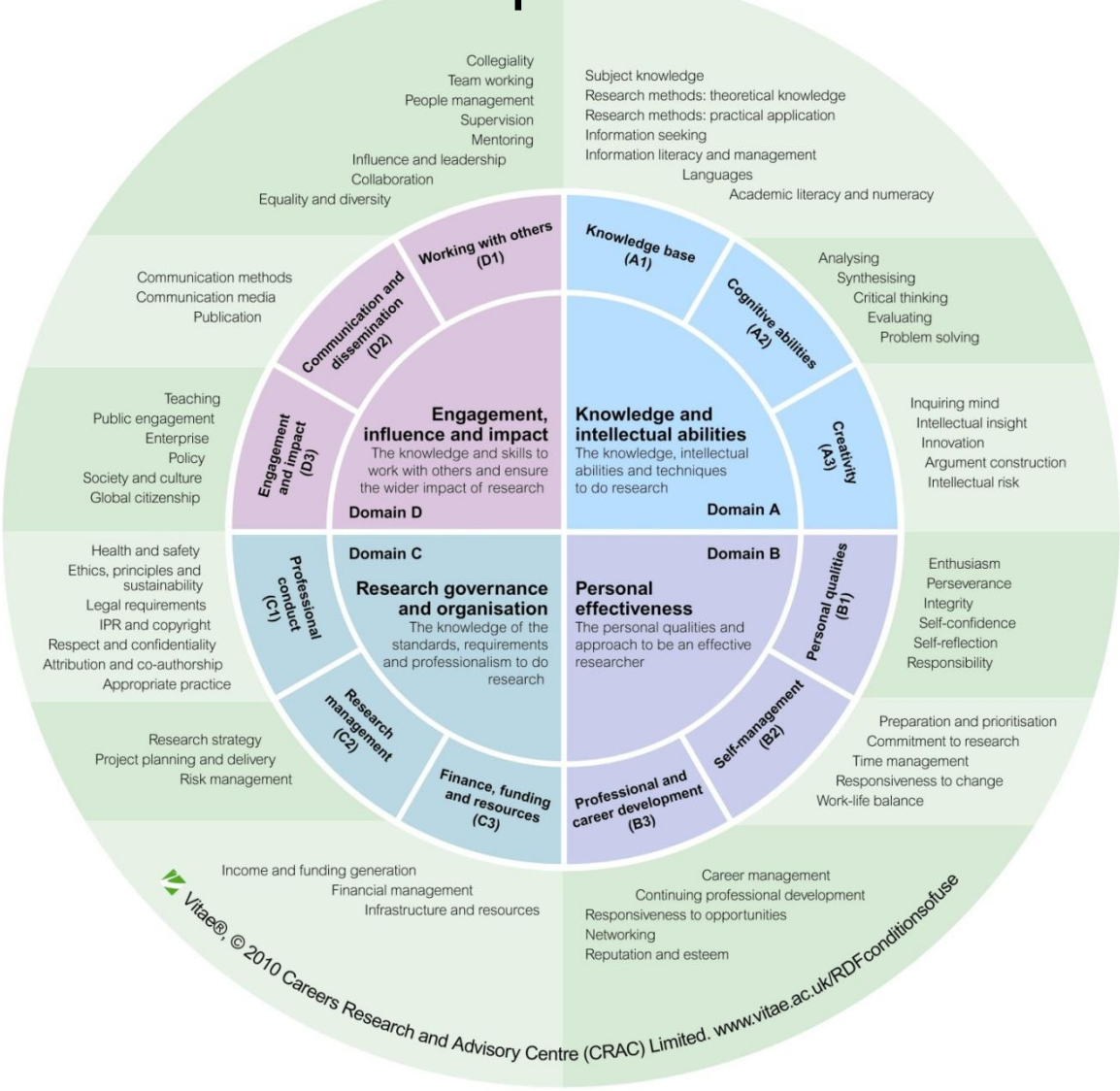
- ✔ >100 interviews with successful researchers across a range of disciplines
- ✔ Led by Vitae in collaboration with the UK HE sector and other stakeholders
- ✔ Enhance the personal, professional and career development of researchers
- ✔ Develop world-class researchers
- ✔ Common framework for institutions
- ✔ Relevant to employers
- ✔ Trialed in Europe and US



# 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



# Researcher Development Framework

## - Researcher feedback



‘It was very good for me to reflect. I realised that nothing is stopping me but myself. The sky is the limit.’

‘I’ve always thought of myself as being quite ambitious, driven and focussed on what I want, but the framework made me realise I can have a much larger vision.’



‘The RDF will encourage me to be more proactive about my career development as it provides me with a framework (list of milestones).’

‘It put career development back into the forefront of my mind as it can often slip back when you’re engaged in what you’re doing day to day.’

[www.vitae.ac.uk/rdf](http://www.vitae.ac.uk/rdf)

# Using the Researcher Development Framework

- ✔ Researchers
  - ✔ identify strengths and priorities for professional and career development
  - ✔ personal development planner
  
- ✔ Principal investigators, managers and supervisors of researchers
  - ✔ planning and supporting researchers' development
  
- ✔ Staff supporting researchers in HEIs
  - ✔ underpin strategies for researchers' development
  
- ✔ Policy makers, employers and other stakeholders
  - ✔ recognise researchers' contribution to economy and society





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# Understanding the impact of researcher careers

## What do researchers do?

- First destinations by subject
- Career profiles and video narratives
- Destinations and impact three years on
- Career paths of doctoral graduates
- What do researchers want to do?

## Researcher experience

- Postgraduate Research Experience Survey (PRES)
- Careers in Research Online Survey (CROS)

## Understanding employers' needs

- Employers' views of researchers' skills
- targeting the postgraduate and researcher market
- researchers' skills and competencies



# UK destination data

## ▣ Destinations of leavers in higher education (DLHE)

- ▣ 6 months after graduation
- ▣ UK and EU domiciled
- ▣ Surveyed by HEIs, collated on UK level

## ▣ Longitudinal DLHE

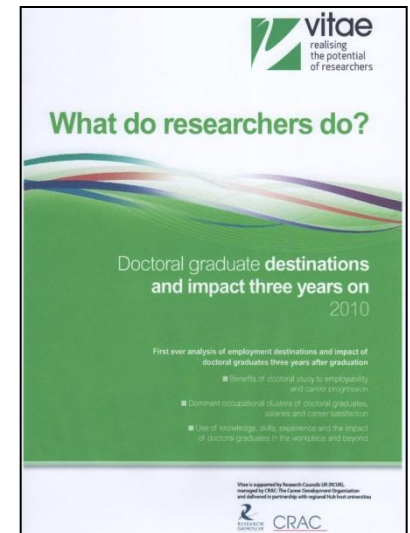
- ▣ 3 year follow-up of DLHE respondents
- ▣ 6 year follow-up of DLHE respondents
- ▣ Surveyed at UK level

## ▣ RCUK cohort study

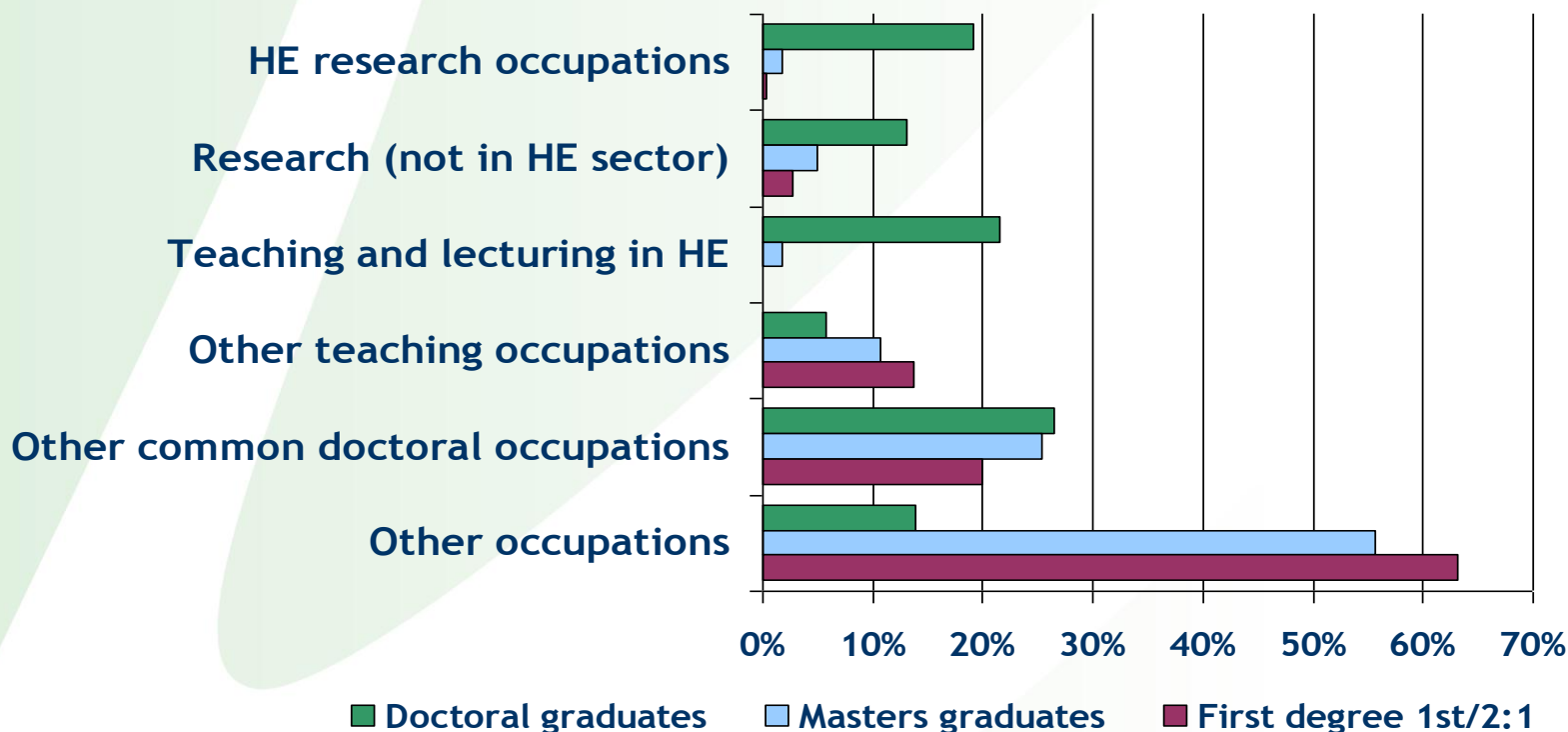
- ▣ follow-up of 3 year L DLHE to explore impact further
- ▣ Gathering career stories
- ▣ Employer interviews

# WDRD? Destinations and impact 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 (86% in 5 clusters)
  - ✓ HE research
  - ✓ Research not in HE sector
  - ✓ Teaching and lecturing in HE
  - ✓ Other teaching occupations
  - ✓ Other common doctoral occupations
  - ✓ Other occupations



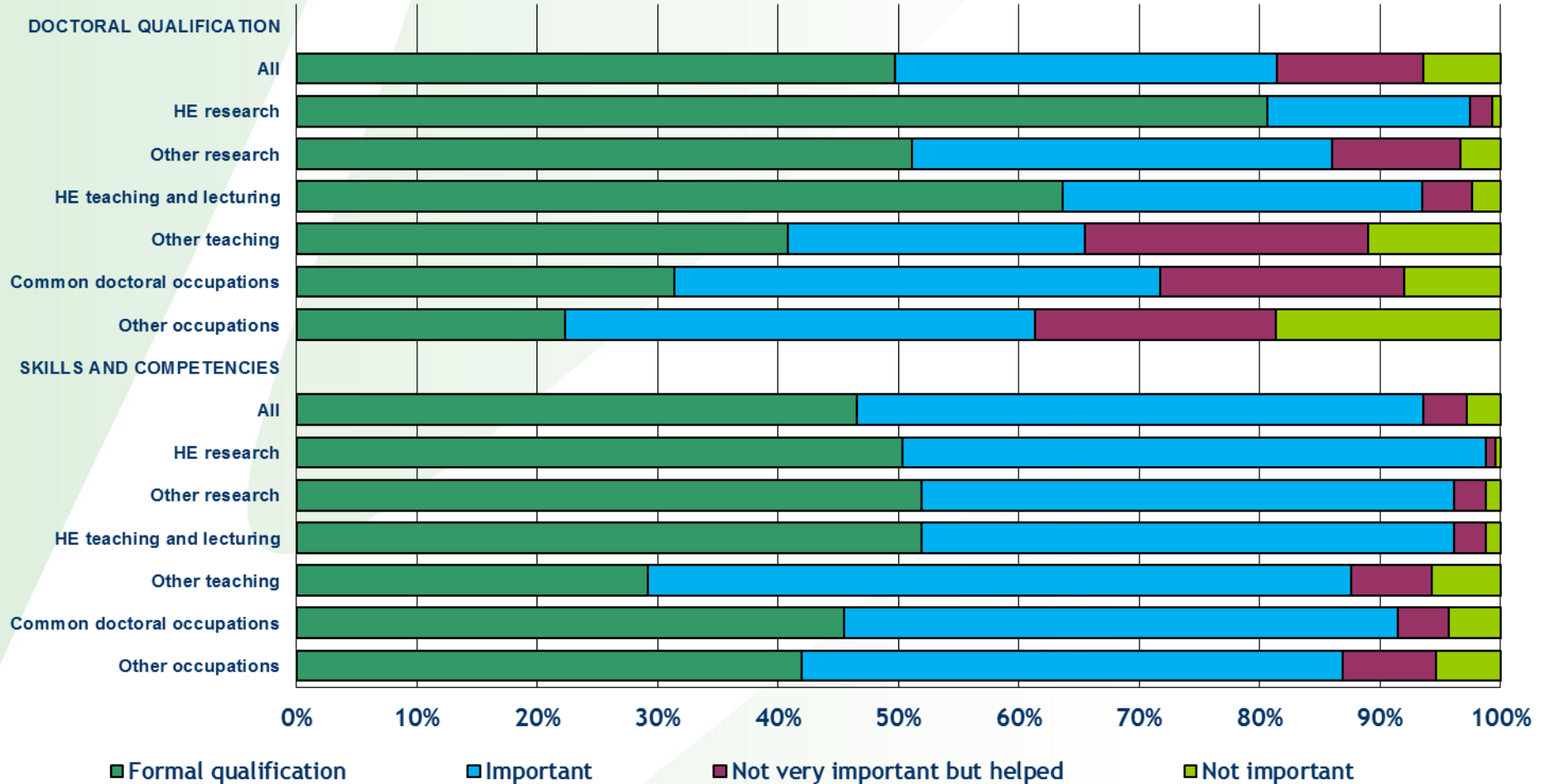
# WDRD? Destinations and impact three years on



*'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

# Importance of doctorate, skills and competencies for current employment



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# Employability

- ✔ 'A set of skills, knowledge and personal attributes that make an individual more likely to secure and be successful in their chosen occupation(s) to the benefit of themselves, the workforce, the community and the economy.'

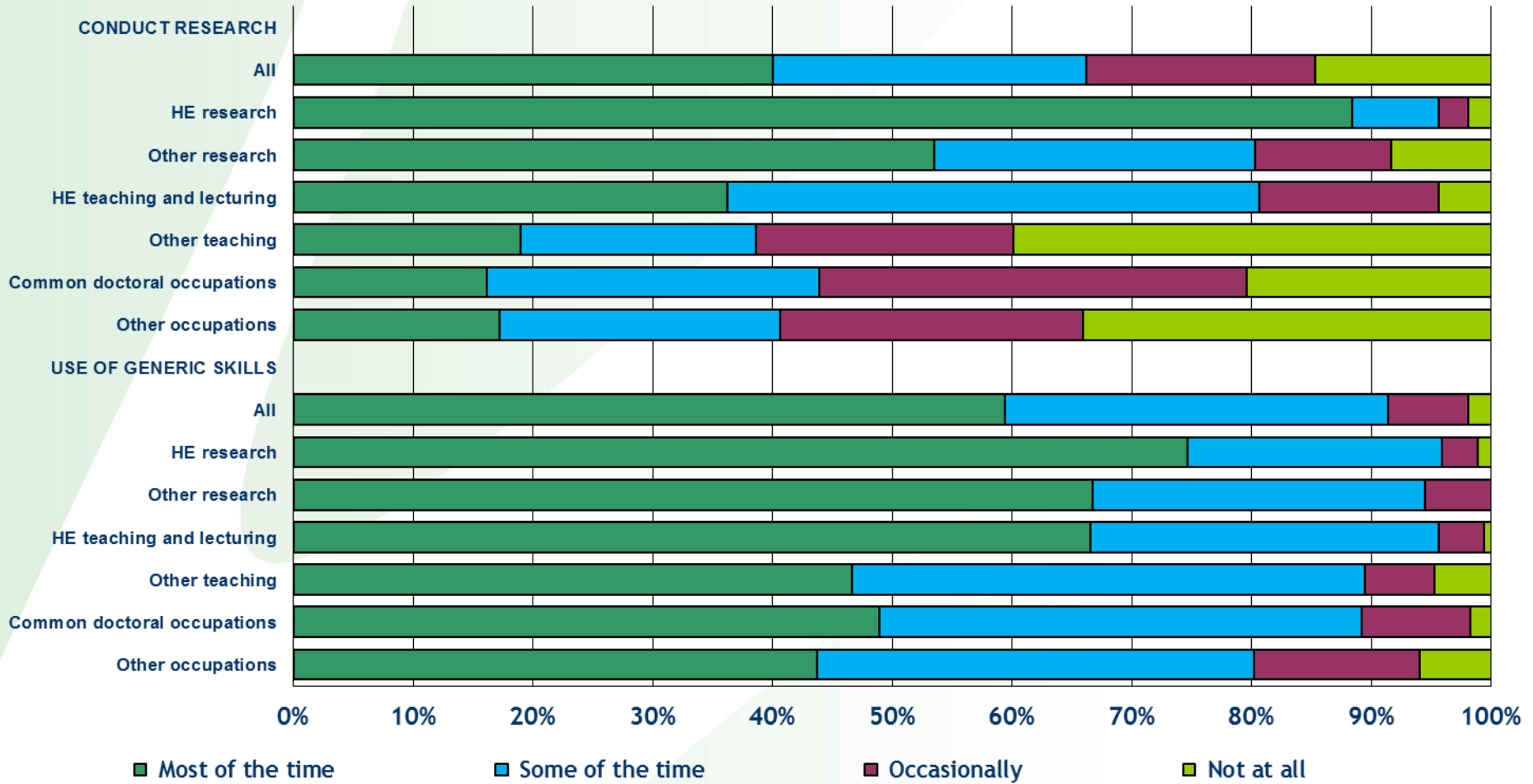
UK Higher Education Academy

- ✔ 'Employability covers a broad range of non-academic or softer skills and abilities which are of value in the workplace. It includes the ability to work in a team; a willingness to demonstrate initiative and original thought; self-discipline in starting and completing tasks to deadline.'

Confederation of British Industries

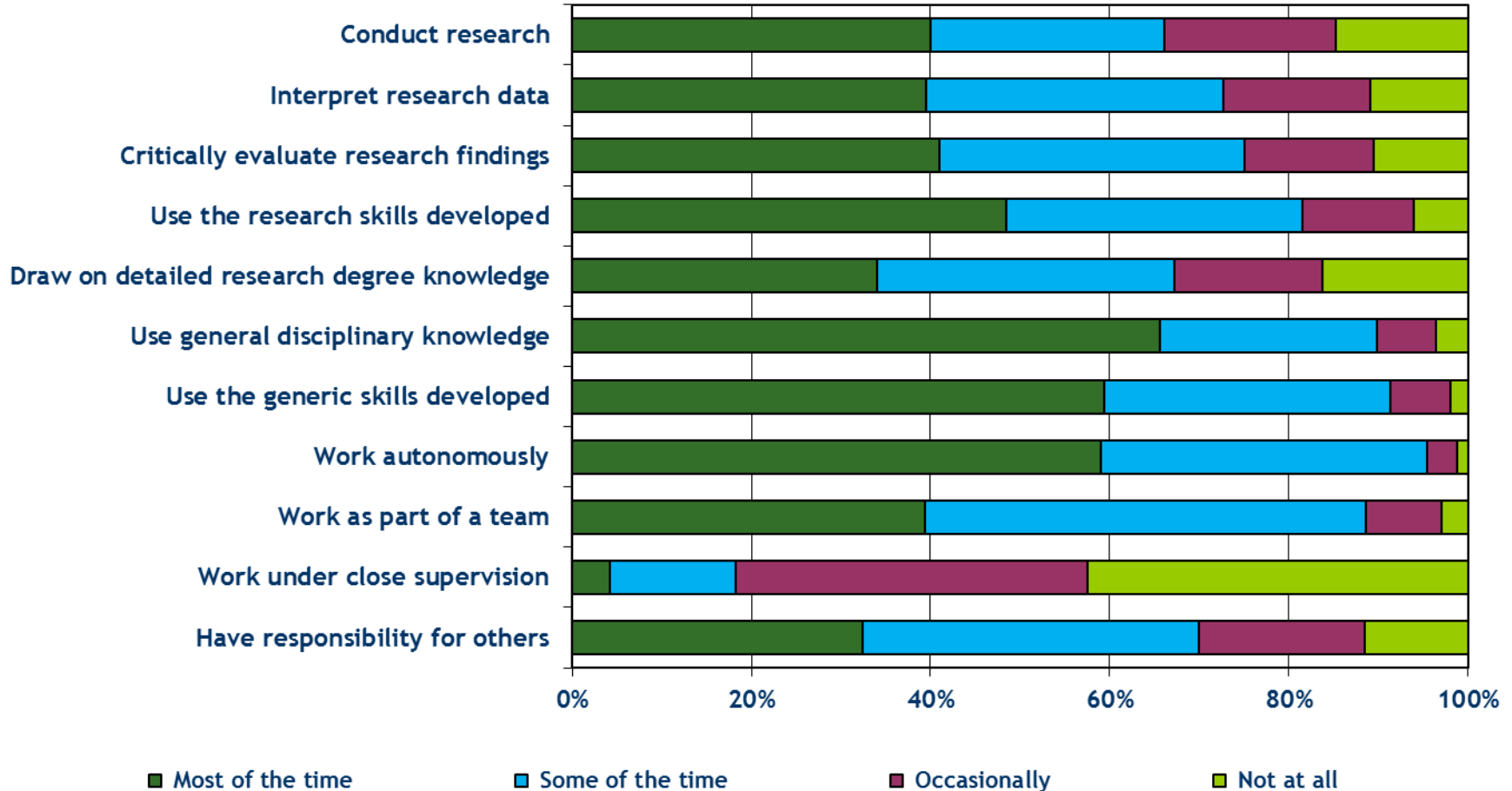


# Conducting research and use of generic skills

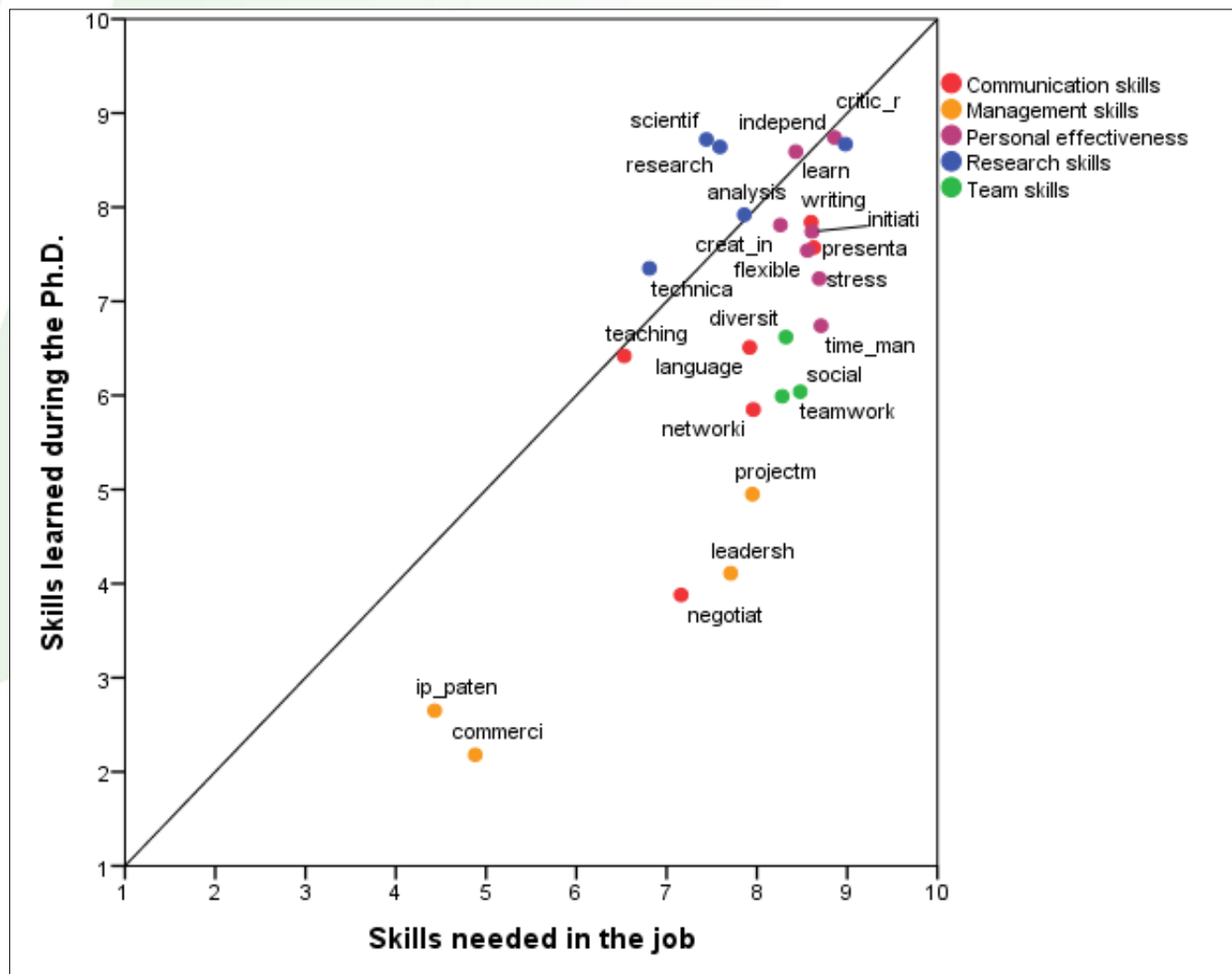


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# Use of knowledge, skills and experience



# Skills developed compared to need



# Employers' expectation of researchers' performance (high and very high)

	<b>Group 1</b>	<b>Group 2</b>	<b>Group 3</b>	<b>Group 4</b>
Data analysis	100%	100%	91%	91%
Problem Solving	100%	88%	89%	83%
Drive and Motivation	100%	84%	59%	74%
Project Management	83%	36%	70%	39%
Interpersonal Skills	67%	56%	39%	26%
Leadership	67%	28%	24%	17%
Commercial awareness	50%	20%	28%	22%
<b>Overall</b>	<b>81%</b>	<b>59%</b>	<b>57%</b>	<b>50%</b>

## Employer categories

Group 1: actively target doctorates

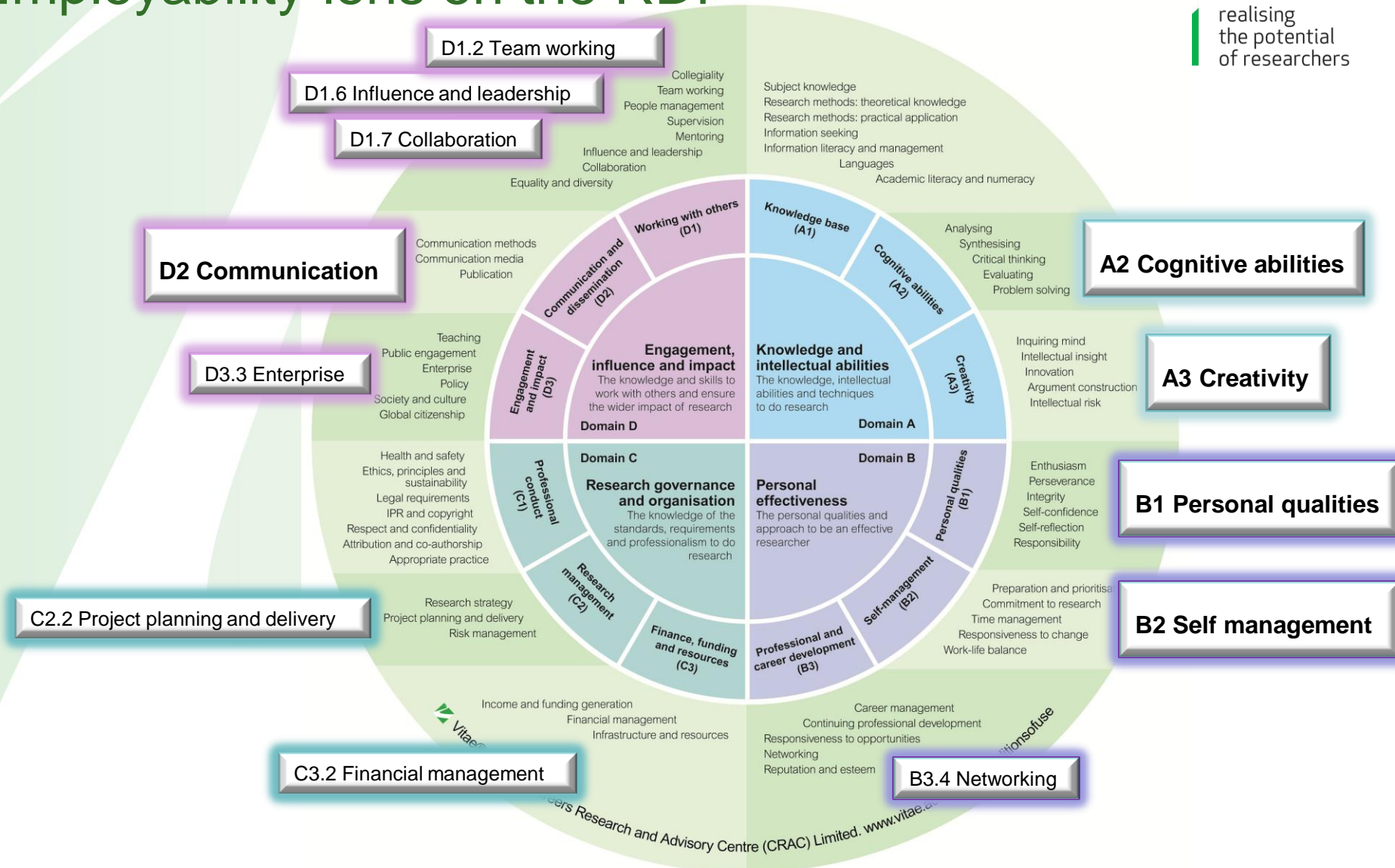
Group 2: strong interest

Group 3: some interest, occasionally recruit

Group 4: no interest

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# Employability lens on the RDF



# Useful links

- ✔ Vitae: [www.vitae.ac.uk](http://www.vitae.ac.uk)
- ✔ What do researchers do? [www.vitae.ac.uk/wdrd](http://www.vitae.ac.uk/wdrd)
- ✔ Labour market information [www.vitae.ac.uk/lmi](http://www.vitae.ac.uk/lmi)
- ✔ Impact and evaluation [www.vitae.ac.uk/impact](http://www.vitae.ac.uk/impact)
- ✔ Courses for researchers [www.vitae.ac.uk/courses](http://www.vitae.ac.uk/courses)
- ✔ Researcher Development Framework  
[www.vitae.ac.uk/rdf](http://www.vitae.ac.uk/rdf)
- ✔ Careers in Research Online Survey [www.vitae.ac.uk/cros](http://www.vitae.ac.uk/cros)
- ✔ Vitae employers [www.vitae.ac.uk/employers](http://www.vitae.ac.uk/employers)
- ✔ Concordat [www.researchconcordat.ac.uk](http://www.researchconcordat.ac.uk)

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