



Incorporating the UK GRAD Programme and UKHERD

# Employers Network

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# Vitae works



Incorporating the UK GRAD Programme and UKHERD

With current and prospective employers of researchers to:

- ✔ provide information about researcher careers and employment
- ✔ facilitate dialogue between researchers, institutions and employers
- ✔ provide information on the latest thinking in recruiting, training and working with researchers
- ✔ campaign to raise the range of employment opportunities open to researchers
- ✔ provide an opportunity for employers to engage in national discussions around how we train our researchers.

# Employer network aims



Incorporating the UK GRAD Programme and UKHERD

- ✔ Ensuring that Vitae plays a key role in providing an opportunity for employers to engage in national discussions and initiatives about how we develop our researchers.
- ✔ Rise current and prospective employers awareness of researchers' value
- ✔ Facilitating dialogues between researchers, institutions and employers.

# Employer network is



A platform to support non HE employers engage with the researcher labour market.

There are a variety of ways non HE employers can get involved.

# How employers can be engaged

Some examples are:

- Talking to Vitae about experience of recruiting doctoral graduates and researchers
- Sharing best practice in the career development of doctoral graduates and researchers
- Giving opinion about how the higher education system can enhance the development of skills and improve the employability of researchers.

# Employer Network Agenda 2009

# Developing Vitae website for employers



- Creation of a web-based content designed to providing information on latest thinking in recruiting, training and working with researchers and facilitate the network with employers

# Attracting and retaining researchers – Survey of employer practice



The aim of this study is to build a network with the non HE employers. The results from this survey will give the non HE employers a tool that allows them to benchmark the actual labour market for researchers, practices and trends during the recruitment process and later on during the development of researchers within their organizations.

At the same time the perception from non HE employers will increase our knowledge of researchers careers and inform the development of the Vitae employer activities.

# Vitae publications for employers



## Aims:

- ✔ Increase the knowledge about researchers and the different levels of education and experience
- ✔ Raise awareness of the added value of the researchers' set of skills

## Publications:

- ✔ Employers briefing – Targeting the postgraduate and researcher market
- ✔ WDRD – What do researchers do?
- ✔ Wall planner – Researchers evidence of competencies and skills
- ✔ Leaflet – Recruiting PhDs and researchers

# Employers Events

- ❑ Career in focus event. One-day events that focus on careers for researchers in various sectors. Aims:
  - to give researchers an overview of the sector
  - to provide a professional and informal environment for researchers to meet company representatives and to start to put their networking skills into practice
  - to understand the recruitment process and requirements of the companies
  - to find out what it is like for a doctoral graduate making the transition into a job outside of HE
  
- ❑ Pharmaceutical and biotechnology companies event. – discussions around “UK research decline”

# Other employer network activities

- ✔ Employers newsletter
- ✔ Career Advisory Services network
- ✔ Creating stakeholders collaboration links e.g.
  - [www.Ph.jobs.com](http://www.Ph.jobs.com) A provider of postgraduates to companies at the forefront of innovation
  - Social Science Workplace Experience Programme. Placement opportunities for Social Science PhD students
  - Genius interim – Apprentice programme for to the pharmaceutical and biotech R&D and medical affairs sectors
- ✔ Career profiles of researchers in industry for our career stories database and Icould project.