Supporting PGR Employability: Skills Development & Work Placements

Katie Hoare,
PGR Entrepreneurial Development Officer
Webinar

- My role
- How my role fits within & supports wider PGR agenda
- Specific skills development & work placement initiatives I run
- Questions & discussion
Hello

Katie Hoare
Skills developer for postgraduate researchers specialising in enterprise and entrepreneurship for all career paths
United Kingdom · 282 connections · Contact info

About

I am a Higher Education skills developer for postgraduate research (Masters and PhD) students specialising in enterprise, intrapreneurship and entrepreneurship. I’m passionate about helping postgraduate researchers recognise the enterprise skills inherent in their studies and the value of an intrapreneurial/entrepreneurial mindset in their current degree programme and future career, whether that be in academia, business/industry or self-employment.
My Role Objectives

- Support the emergence of resilient and balanced researchers that have the knowledge, behaviours and capability to generate original ideas in response to identified needs, opportunities and shortfalls.

- Improve the employment rate of PGRs by diversifying career options and ensuring resilience and an ability to compete in a challenging employment market.*

*Over half aspire to a career in academia (PRES 2019)
Only 3.5% will become permanent research staff (Royal Society 2016)
My Role Strategy

- Develop a tailored enterprise education programme ensuring accessibility for all PGRs including part-time and distance.
- Alignment with the Vitae Researcher Development Framework that identifies enterprise behaviour, knowledge and attitude as key areas for PGR development needs.
My approach

- Linking QAA & EntreComp guidance to the RDF - a research & policy based approach
QAA Guidance

“Enterprising competencies, such as teamwork and the ability to demonstrate initiative and original thought, alongside self-discipline in starting tasks and completing them to deadline are essential attributes that have been identified by employers as priorities.”

Entrepreneurial activities “are also key for impactful research”

Enterprise and Entrepreneurship Education, January 2018
Vitae Researcher Development Framework

www.vitae.ac.uk/rdf
My approach

Linking activity to current issues and potential sources of future funding – horizon scanning

ISCF challenges

**Ageing society**
- Medicines manufacturing technologies
- Data to early diagnosis and precision medicine
- Healthy ageing
- Accelerating detection of disease

**AI and Data Economy**
- Satellites and space technology
- Audience of the future
- Quantum technology
- Next generation services
- Made smarter

**Future of mobility**
- Self-driving vehicles
- Batteries for clean and flexible energy storage
- Manufacturing and materials of the future
- Robots for a safer world
- Driving the electric revolution
- Future of flight

**Clean growth**
- Energy revolution
- Transforming construction
- Transforming food production
- Smart sustainable plastic packaging

UK Research and Innovation
For all career routes

Over 4,600 PGRs with diverse range of discipline, age, nationality, mode of study, location and career aspirations
For an academic career

- Funding/Grant applications
- Impact of research for REF
- Commercialisation of research
- Consulting – in general allowed 30 days per year private consulting
- Better researcher
- Better educator for future students
Main Duties

The responsibilities will include:

- Develop research objectives and proposals for own or joint research, with assistance of a mentor if required
- Contribute to writing bids for research funding
- Analyse and interpret data
- Apply knowledge in a way which develops new intellectual understanding
- Disseminate research findings for publication, research seminars etc
- Supervise students on research related work and provide guidance to PhD students where appropriate to the discipline
- Contribute to developing new models, techniques and methods
- Undertake management/administration arising from research
- Contribute to Departmental/School research-related activities and research-related administration
- Contribute to enterprise, business development and/or public engagement activities of manifest benefit to the College and the University, including University open days, often under supervision of a project leader
- Collect research data; this may be through a variety of research methods, such as scientific experimentation, literature reviews, and research interviews
- Present research outputs, including drafting academic publications or parts thereof, for example at seminars and as posters
- Provide guidance, as required, to support staff and any students who may be assisting with the research.

Please note, due to the nature of the work undertaken in this role all successful applicants will be subject to a satisfactory DBS clearance if necessary and acceptance of Non-Disclosure Agreements prior to appointment.

Main Duties

The responsibilities will include:

- Develop research objectives and proposals for own or joint research, with assistance of a mentor if required
- Contribute to writing bids for research funding
- Analyse and interpret data
- Apply knowledge in a way which develops new intellectual understanding
- Disseminate research findings for publication, research seminars etc
- Supervise students on research related work and provide guidance to PhD students where appropriate to the discipline
- Contribute to developing new models, techniques and methods
- Undertake management/administration arising from research
- Contribute to Departmental/School research-related activities and research-related administration
- Contribute to enterprise, business development and/or public engagement activities of manifest benefit to the College and the University, including University open days, often under supervision of a project leader
- Collect research data; this may be through a variety of research methods, such as scientific experimentation, literature reviews, and research interviews
- Present research outputs, including drafting academic publications or parts thereof, for example at seminars and as posters
- Provide guidance, as required, to support staff and any students who may be assisting with the research.
Position Details
School of Pharmacy
Location: University of Birmingham, Edgbaston, Birmingham UK
Full time starting salary is normally in the range £41,626 to £46,853, with potential progression once in post to £53,700
Grade 8
Full Time - Applicants seeking a part-time appointment will be considered.
Closing date 15 January 2020

Background
To create and disseminate knowledge through initiating and conducting original research, through publication, and through developing and delivering undergraduate, postgraduate, and CPD programmes, as appropriate to the disciplinary area. In addition, to contributing to the department/school through management/leadership, and enterprise activities, as appropriate.

Summary of Role
You will make significant contributions to research, teaching, and administration within the School of Pharmacy.
Research activities will involve initiating, conducting, and disseminating original research, in a relevant area of pharmacy practice/clinical pharmacy, complementary to the School & college strategic direction. The research will demonstrate measurable outcomes and reflect a growing national reputation and an increasing international reputation.
Teaching will include a substantial contribution to: (a) the management, development (including programme/module review) and delivery of teaching and assessment; and (b) enhancement of the student experience or employability. The role will typically also involve developing and advising others, including: (a) providing expert advice to staff and students; (b) supervising and examining PhD students; and (c) developing and advising others on learning and teaching tasks and methods.
Management and administration will involve contributions at Departmental and School level, and/or making an important contribution to some managerial/leadership activities (e.g. working groups) within the University. This may include developing and making substantial contributions to knowledge transfer, enterprise, business engagement, public engagement, widening participation, schools outreach, or similar activities at Department/School level or further within the University.

Main Duties/Responsibilities

Research
To plan and carry out research using appropriate methods and techniques. This may include, where appropriate to the discipline:
- Pursue personal research including developing research ideas and winning support, including financial support.
- Plan, publish, and/or ensure high quality research that is complementary to the strategic goals of the School and College.
- Project manage research activities, and/or supervise other research staff.
- Present findings in high-quality publications and conference proceedings.
- Develop novel methodologies and techniques appropriate to the type of research being pursued.
- Supervise and examine PhD students, both within the institution and externally.
- Provide expert advice to staff and students within the discipline.
- Apply knowledge in a way which develops new intellectual understanding.
- Develop and make substantial contributions to knowledge transfer and enterprise (including business engagement, public engagement) and similar activity that is manifest benefit to the College and the University.

Teaching and Learning
To use a variety of methods in teaching and advising individuals and groups of undergraduates, postgraduates, or CPD students. Where appropriate to the discipline this may include:
- Teach and examine courses at a range of levels.
- Plan and deliver own teaching approaches and set as a mentor to encourage others to do the same.
- Develop programme proposals and make substantial contributions to the design of teaching programmes more widely in the School, as appropriate.
- Where appropriate, undertake and develop the full range of responsibilities in relation to supervision, marking and assessing (including summative assessment), assessed work contributing to the final award – as a mark or as a credit – such as unseen examinations, essays, dissertations or presentations.
- Use appropriate approaches to learning and teaching in their field.
- Disseminate appropriate practices through suitable media.
- Develop and advise others on learning and teaching tasks and methods.
- Develop and make substantial contributions to knowledge transfer, enterprise, business engagement, public engagement activities or similar on own specialism that enhance the student experience or employability and is manifest benefit to the College and University.
- Design and supervise projects, student dissertations and practical work.

Management/Administration
To contribute to School administration or have a high level of responsibility for others. This may include:
- Contribute to the administration/management of research and/or teaching across the School.
- Lead and manage a team to devise and implement a new and/or revised process (e.g. new programme or a recruitment drive)
- Advise on personal development of colleagues and students.
- Make a major contribution to some administrative activities within the University (e.g. appeals panels, working groups).
- Manage enterprise, business development, and public engagement activities that manifest benefit to the College and University.
- Oversee the implementation of Institute and College quality assurance initiatives.
- Oversee the implementation of strategic initiatives and projects.
- Oversee the implementation of administrative and quality assurance activities within the School.
- Oversee the implementation of strategic initiatives and projects within the School.
- Oversee the implementation of administrative and quality assurance activities within the College.

"Disclaimer: This text is a natural language representation of the content provided."

"End of Text."
For industry/business

- Business growth and development
- Innovation
- Problem solving
- Horizon scanning – future proofing
- Roles e.g. R&D, Business Development
- Better employee
- Start-up & consultancy
My skills development initiatives

Develop & promote enterprise activity to cater to different learning preferences, needs, career aspirations, disciplines & locations
Work Placements

- RDF B3: *Understands and takes advantage of a broad range of employment and professional development opportunities within and outside academia, including work experience and internships*

- Few PhD programmes incorporate a placement – time for a PhD rethink?
Work Placements

- Considered micro-internships scheme – challenges around leave of absence, annual leave, Supervisor permission
- Want to ensure PGRs develop broader work ready skills as well as research and subject specific knowledge
- I offer larger-scale campus-based and consultancy work experience programmes with integrated training & careers support fitting around PGR commitments
Alternative Work Placements

"PESS 2018 was an amazing experience that helped me to understand hands-on how my academic skills can be applied in business contexts."

I would recommend it to every postgraduate student.

Winner of PESS 2018

#PESS2019

- Apply your knowledge and expertise to a real life challenge
- Develop new skills
- Receive top quality training
- Collaborate with fellow researchers
- Compete to create the best innovative business solution

REGISTER NOW
https://intranet.birmingham.ac.uk/pess
Feedback

- 86% felt they learnt new or improved existing skills such as creative problem solving, pitching, researching community groups, listening in team meetings, communication skills, confidence in meeting other PGRs.

- 100% feel the knowledge, skills and experience gained will be helpful in their future career.
Feedback

- 100% of survey respondents found it enjoyable & would recommend it to other PGRs

I think it’s fun and presents an interesting challenge and a good way to meet those you otherwise wouldn't

I liked the challenge and being able to consider how I could use the skills acquired during my degree in different contexts

It was an opportunity to add new strings to my bow and to consider different career paths

Accessible for researchers like myself, as I work full time and miss out on events/opportunities

Because it was AWESOME!
Works in progress/New ideas

- PGR Mentoring
- Speaker video case studies
- Inter-disciplinary UG + PGR projects
- Sustainable Development Goals Social Enterprise initiative
Questions & discussion

k.hoare@bham.ac.uk

www.linkedin.com/in/katie-hoare