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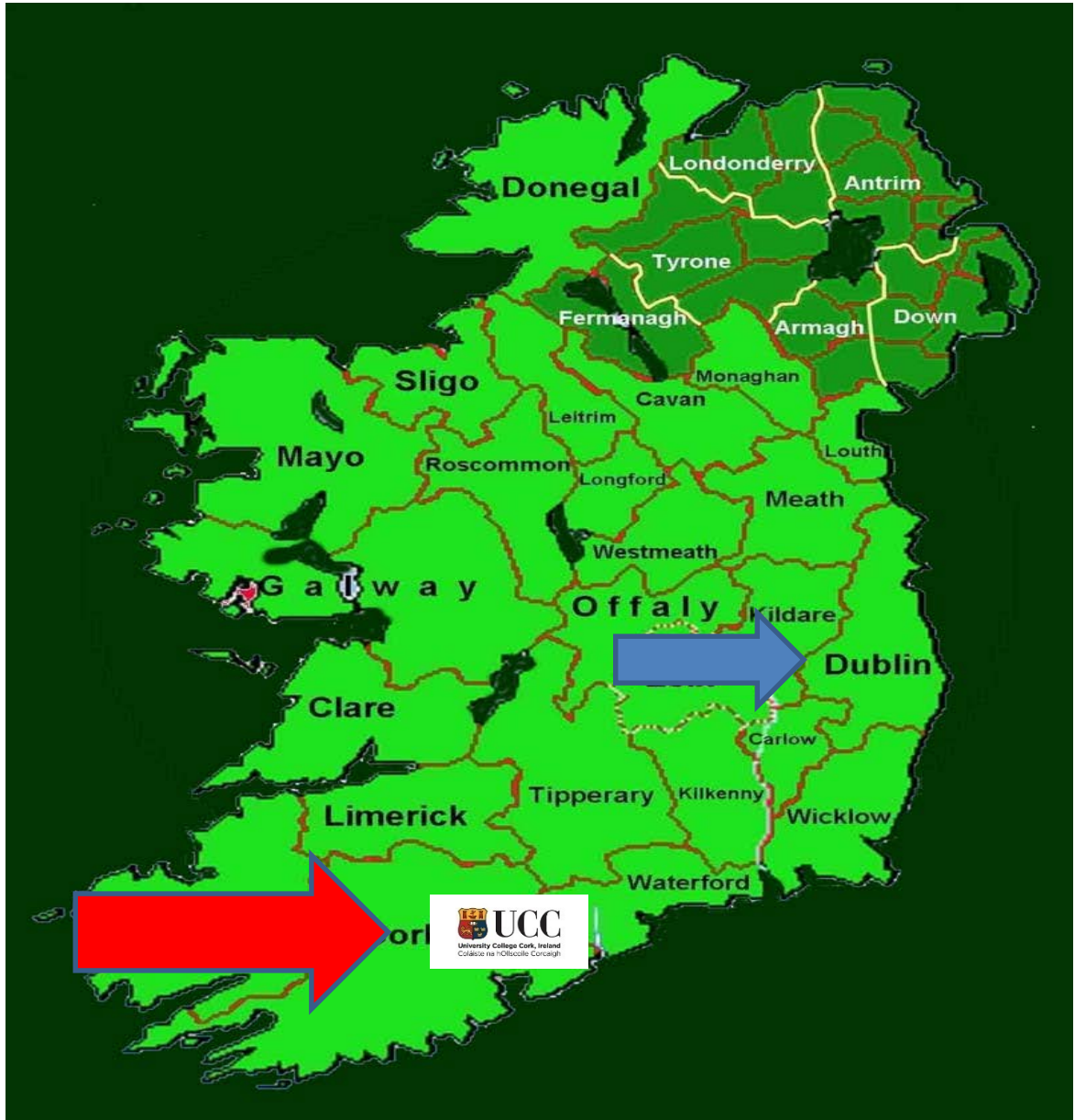
Talents and Skills Training for Researchers'  
Career Development

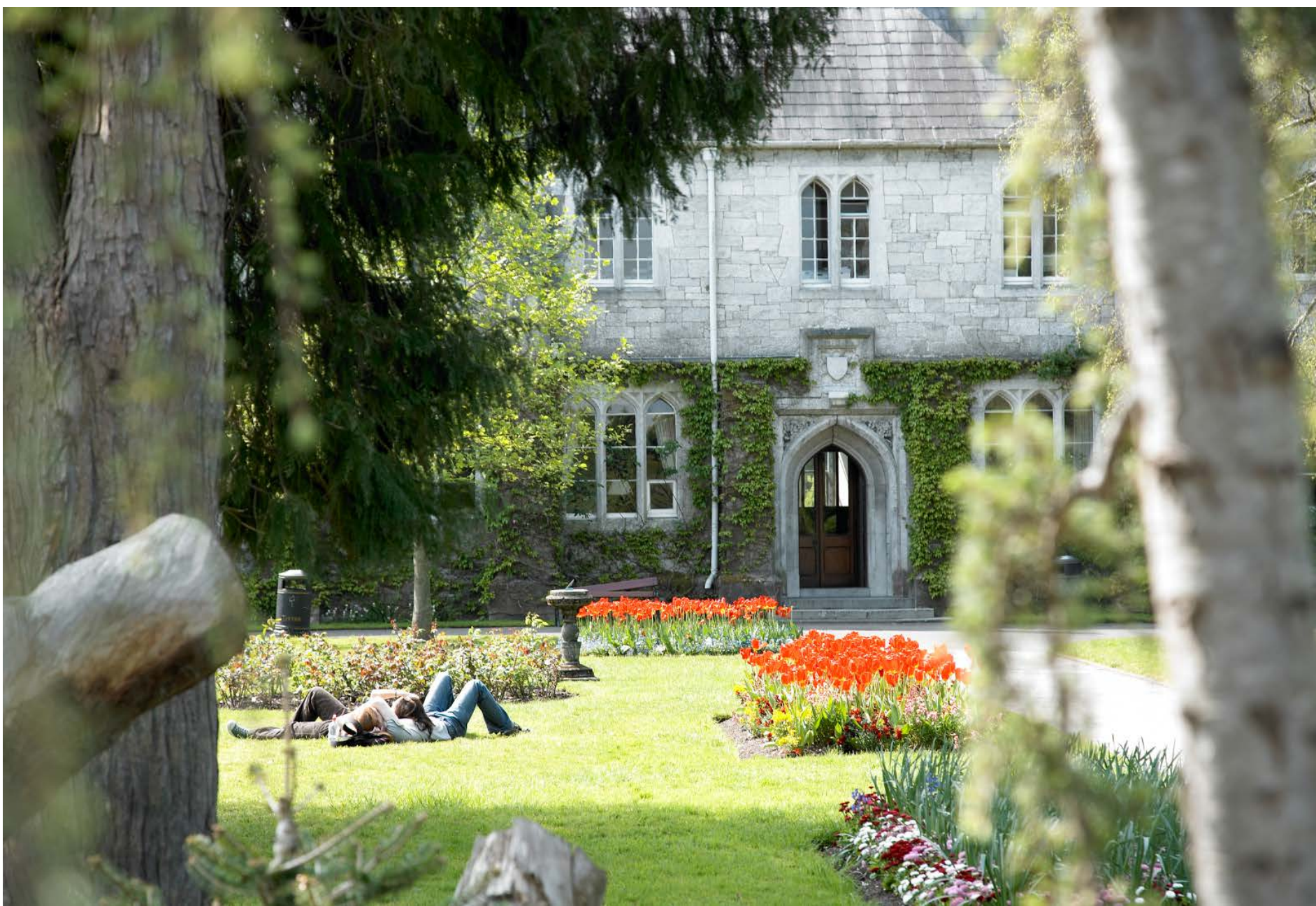
A TRADITION OF  
INDEPENDENT  
THINKING



**UCC**

University College Cork, Ireland  
Coláiste na hOllscoile Corcaigh







# University College Cork established in 1845

- 21,000 students
- 96 million euro in Research Income
- 3,000 staff of which **1/3 are Research Staff**
- HR Excellence in Research Award 2013



HR EXCELLENCE IN RESEARCH

# What I will discuss today

## **Talents and Skills Training for Researchers' Career Development in UCC**

- Post Doc Development Hub
- Professional Skills for Research Leaders Programme
- The Odyssey Programme

UCC received HRS4R in 2013

# All part of UCC's HRS4R Action Plan



HR EXCELLENCE IN RESEARCH

# Post Doc Development Hub 2015

- To deliver high quality programmes to **R2** and **R3** Researchers
- To increase the **skills** and **employability** of Postdoctoral Researchers
- To **develop** research leaders of the future
- To provide innovative **transferable skills training** and professional development support

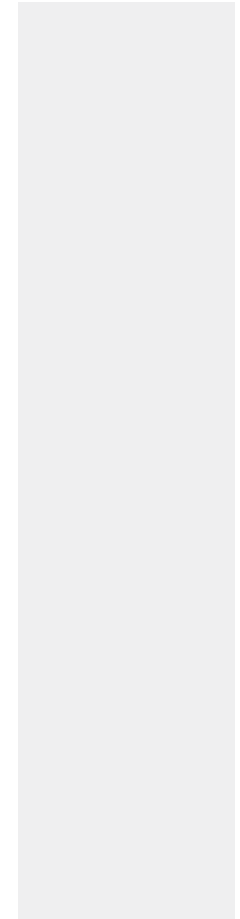
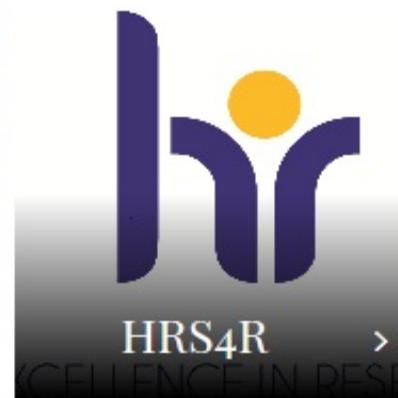




# Logistics

- 10 to 12 on Fridays – same time same place
- Tea/Coffee and a chance to meet other post docs – collaborative opportunities
- If a researcher attends 10 sessions in the year (or any two years) then receives a certificate of completion (**Open Science!!**)
- Timetable for the year goes up in mid November which enables planning and also grant applications

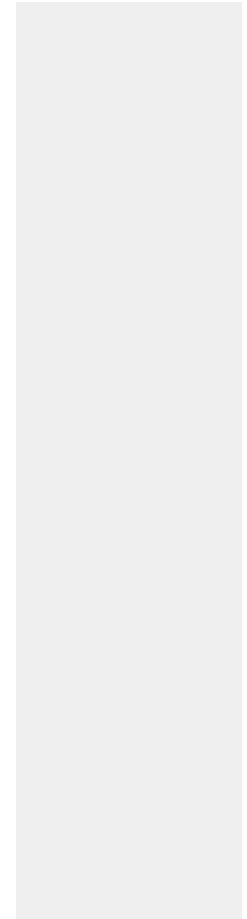
# CHECK OUT OUR WEBSITE



# 2 Hour Workshops

- Motivation Skills for Research Staff
- Team Building
- Presentation Skills for Research Staff
- CV Clinic
- Grant Writing
- Research Integrity
- Career Planning
- Teaching and Learning
- Supervising and Working with PhD Students
- Managing Yourself through Change

Using experts from around the  
University



# 2 Hour Workshops ....

- Project Management
- Funding your Research
- Communicating your research
- Statistics for Researchers
- Research Planning Tools and Techniques
- Innovation & Entrepreneurship
- Commercial Awareness and Knowledge Transfer
- Research Data Management

# Professional Skills for Research Leaders

- Its about:

- Research Leadership
- Research Management
- Research Engagement

# Professional Skills for Research Leaders



So far 60 graduates with  
20 more currently on the  
programme

UCC is ILM approved provider of **Epigeum's Professional Skills for Research Leaders.**

Course aimed at **Senior Post Docs and Research Fellows**...online and workshops

Partnering with....

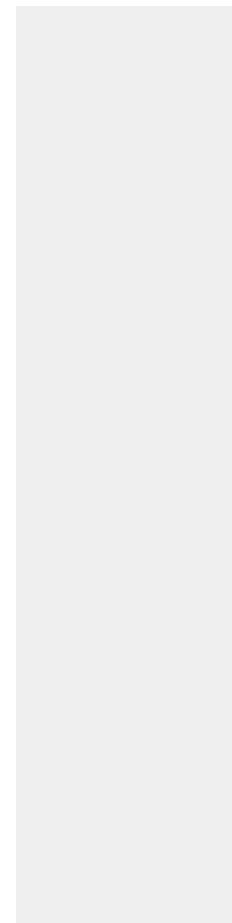
**welcome**trust

**BILL & MELINDA**  
**GATES** *foundation*

# Professional Skills for Research Leaders



- 6 Online modules with face to face 3 hour workshops for **R3** and **R4** Researchers (Blended Learning)
- Workshop timetables are announced 3 months in advance
- Great for collaboration – 20 participants – they really get to know each other the 6 months
- ILM accredited (**More Open Science!!!**)

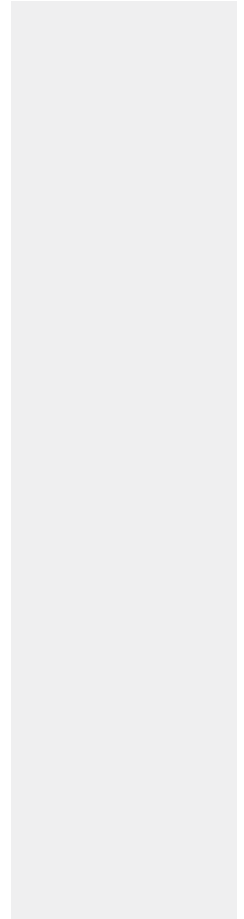


# Professional Skills for Research Leaders



- **Content:**

1. Introduction to Higher Education Sector
2. Developing and Consolidating your Research Career
3. Funding your Research
4. Managing a Research Team
5. Research Collaboration
6. Communicating your Research





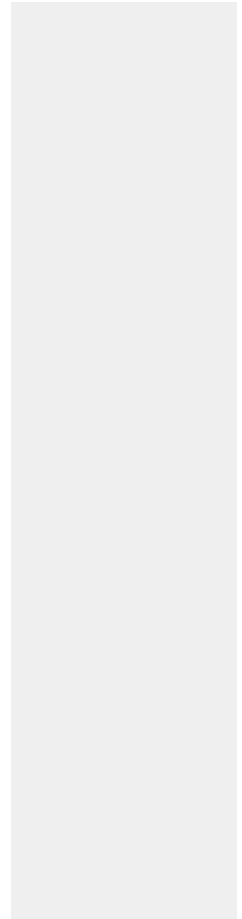
# ILM Quality Control Accreditation



To receive a certificate all Participants must:

1. 70% passing rate on the on-line tests
2. 80% attendance rate for the workshops.  
The first (Introduction) and last workshops are compulsory for all participants.
3. Contribute to exit questionnaires/course assessments on each of the 5 programmes
4. Participate and contribute to a discussion on what worked/didn't work for you

**HRS4R = QUALITY**

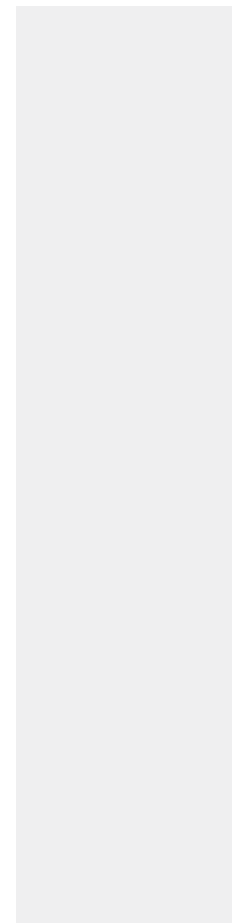


# European Framework for Research Careers 2011



## Help Researchers:

- identify job offers close to their individual profile in diverse employment sectors, including academia and industry
- present themselves (some of their individual characteristics) in a commonly understood language
- develop a better idea of a career in research



# So...I started a CV Clinic 2016



**One to one  $\frac{3}{4}$  hour sessions**

# What I found out from the individual CV Clinics



- Researchers didn't know how to write a CV except an Academic CV....
- They did not know about the odds of getting an academic position
- They did not believe the odds when I told them
- They did not know what organisations beyond academia were looking for
- They did not value the skills they learned along the way
- Their mentors and advisors are academics (if they get any advice at all)...
- They did not know how to articulate their skills beyond academia

# Light Bulb Moment

- There is a disconnect between the reality of the numbers on the ground and the expectations of those within the system **(R1 to R4)**

**This is where the Odyssey Programme concept began...**



# The Odyssey Programme 2018

- The Odyssey programme was designed to enable researchers **R1** to **R4**
- to adapt, integrate and expand on their existing expertise to prepare for the many diverse career choices ahead of them.
- It also highlights the significant differences and/or advantages to the many workplace cultures that exist beyond academia.

IT'S A  
JOURNEY!  
A CAREER  
JOURNEY

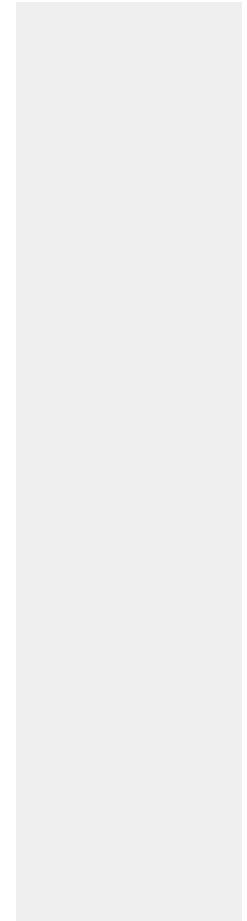
# The Odyssey Programme

## PILOT

Identified **19** participants (PhD's and Researchers) through UCC's Research Centres

**Interviewed** all the participants prior to the pilot to find out about their expectations

5<sup>th</sup> and 6<sup>th</sup> July 2018



# The Odyssey Programme

## Content

- Current Career Ambitions
- Researcher Career Trajectory - **The Facts**
- Impact On Your Career Ambition?
- Fear and Personal change





# The Odyssey Programme

## Content

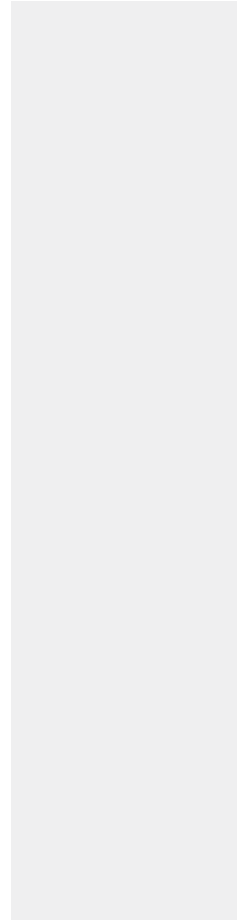
- The different opportunities open to researchers after PhDs/Post-Doctoral Fellowships
- Overview of each type of organisation and why these organisations appreciate research skills
- Outlined the specific skills that should be developed by academic researchers before approaching target organisations

# The Odyssey Programme



## Content

- Organisational Cultures Beyond Academia and Success Measures
- Skills, attitudes and behaviours valued in other organisations
- Success measures in other organisations
- Discuss Career Action Plan
- Develop personalised career action plan for each participant



# The Odyssey Programme

- Invited speakers both lunch times
- All got a Certificate of Completion from UCC
- Follow up individual CV clinic
- Follow up questionnaire
- Connected with reputable recruitment agencies
- Will track the careers of participants over the next 2 years

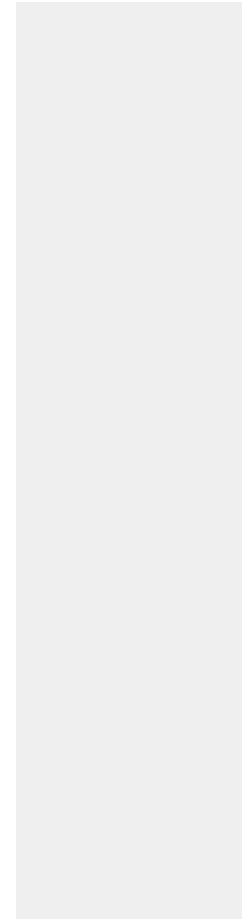
# The Odyssey Programme

"I am more than my lab work and now I can articulate that in a way that makes sense to others"

"The whole workshop felt like an awakening on the potential for my career"

"I am leaving feeling empowered and in control of my career - the programme helped me realise I am a lot more skilled than I ever thought..."

"PhD students need this – this material needs to get out sooner!"



# The Odyssey Programme

I met them all individually again

- CV's – **revised with competencies**
- Project Management
- Data Analysis
- Communication
- Problem Solving
- Technical Skills
- Leadership etc.

# Final Questionnaire Quotes

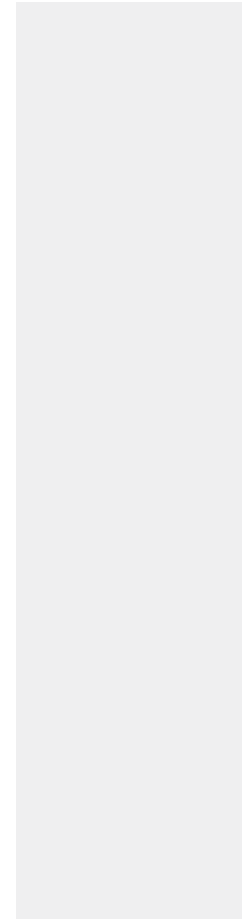
"It opened my mind towards leaving academia and looking at what I really want and not following the path I chose"

"I realised I was on a certain path and that there was no job guarantee at the end of it"

"I was not aware of the breath of opportunities out there..."

"Not only are we all in the same boat but I never realised the skills I had learned along the way"

"There are rewarding positions out there!"



# The First Odyssey Participants



# Go Raibh Maith Agaibh

