

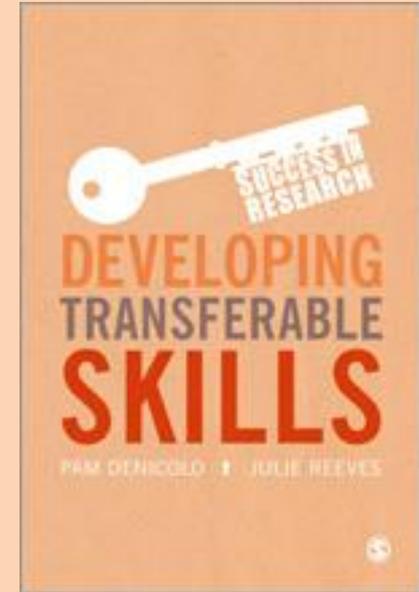
# Is there more to transferable skills development than delivering courses?

Dr Julie Reeves & Professor Pam Denicolo

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# Welcome

- Who we are
- What we will cover
- Decade of 'Roberts agenda' – good time to review where we are
- Shameless publicity on our part!



# Context

- Who is in the room?
- Questions
  - What do your programmes look like or consist of?
  - What is the % of F-2-F?
  - How do you promote them? (vary to cohorts?)
  - Evidence/research to inform design?



# Programme structure & design

- What are we trying to achieve as developers?
- Our thoughts (or how to order chapters!)

Intellectual skills directly related to research	Information & integrity	Practical research project skills	People skills & personal attributes	CV building opportunities
Subject knowledge Research methods Literacy – numeracy Languages	Information literacy & management Reading Writing Ethics! Research practitioner	Communication Networking Building profile Project & time management Health & safety	Diversity Environment Leadership Managing people & resources Social & political survival Team working Collaborative working	Impact Public engagement Enterprise/social Policy engagement Mentoring Teaching

# Assumptions

- How did you design your programme?
- Developer seldom sees whole process – partial view
- Evaluation – is it more about satisfaction with a course and improving course design than evidencing workplace transfer?
- Benefits – anyone got any evidence?

# Transferability



- ‘Phrase trips lightly off the tongue but weighs heavily on the shoulders!’
- What makes transferable skills transferable?
- Not so easy – ‘tacit knowledge’ (M. Eraut 2009)
- What needs to be taken into account?
- Experience of internationals & ‘others’
- Theoretical experience is different from doing it for real

# Transferability - what can be done to achieve it?

1. What do we currently do?
2. What exciting things could we do and if we had unlimited funding?

Small group discussion

# How to achieve transferability?

- Group feedback

Some examples

- Internships
- Work experience
- Secondments
- Voluntary work
- Public engagement
- Business mentors
- Role play

# Final thoughts...

- Come back to our 5<sup>th</sup> box – might be more useful...

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Skills sets ----- transferable skills?

# Workshop outcomes

There was a general view that transferability was difficult to achieve.

Discussions in the room clustered around some key themes:

- ‘Making it real’ – e.g. with in-programme placements or really scaling up public engagement, enterprise, and the use of externals
- ‘Bringing the outside in’ – making greater use of external expertise and knowledge e.g. using alumni, and commercial experts to challenge researchers about their projects and costs
- Mentoring – lots of current use in HEIs but the ideal would be one for every researcher
- Reflective practice – how can we encourage more of this – perhaps with the use of emotional intelligence approaches or intense experiences
- Using the experience of different cultures/environments i.e. as placements, inter-disciplinary exchange, in other countries and locations., or as a computer game.