

# Supporting the Development of Career Management Skills at 4<sup>th</sup> Level

Elaine Kiely

Postgraduate Careers Advisor

University of Limerick

November 2009



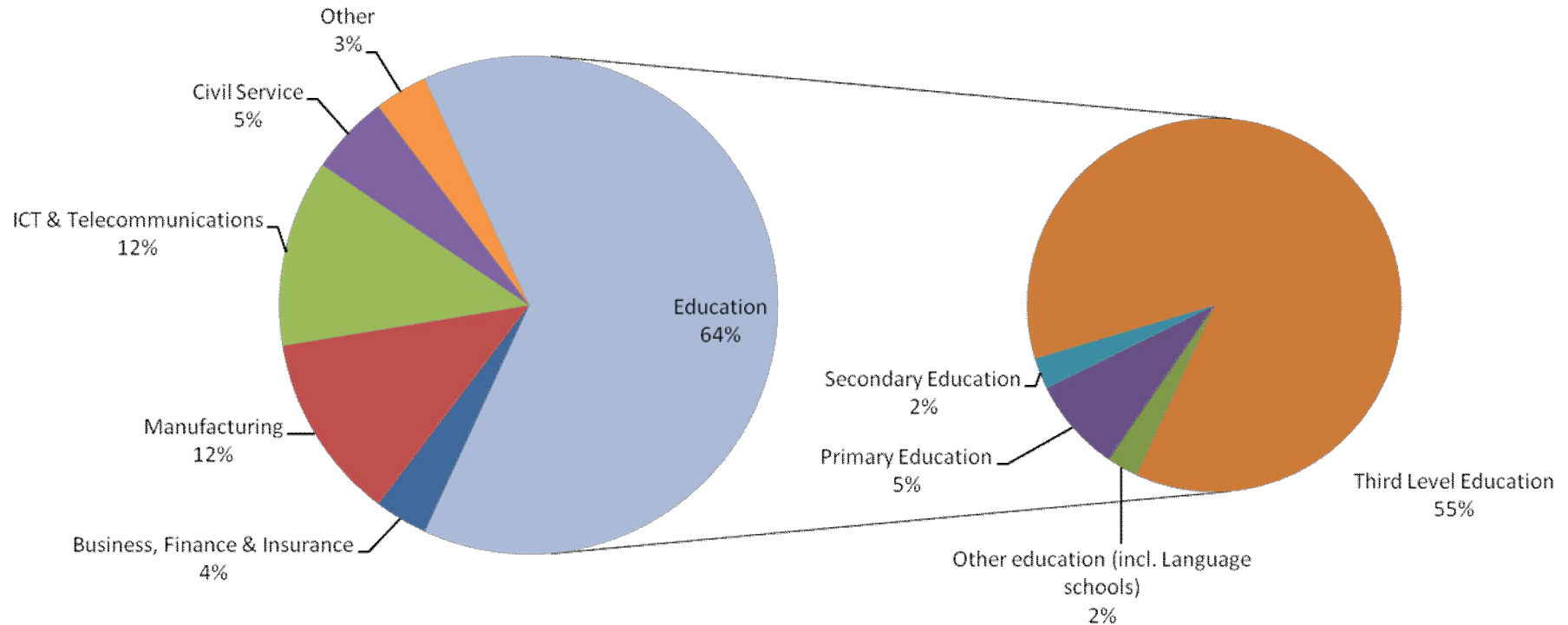
# Context for 4<sup>th</sup> Level Career Management Skills

- National
- Environmental
- Institutional

# Employment Routes of Research Graduates

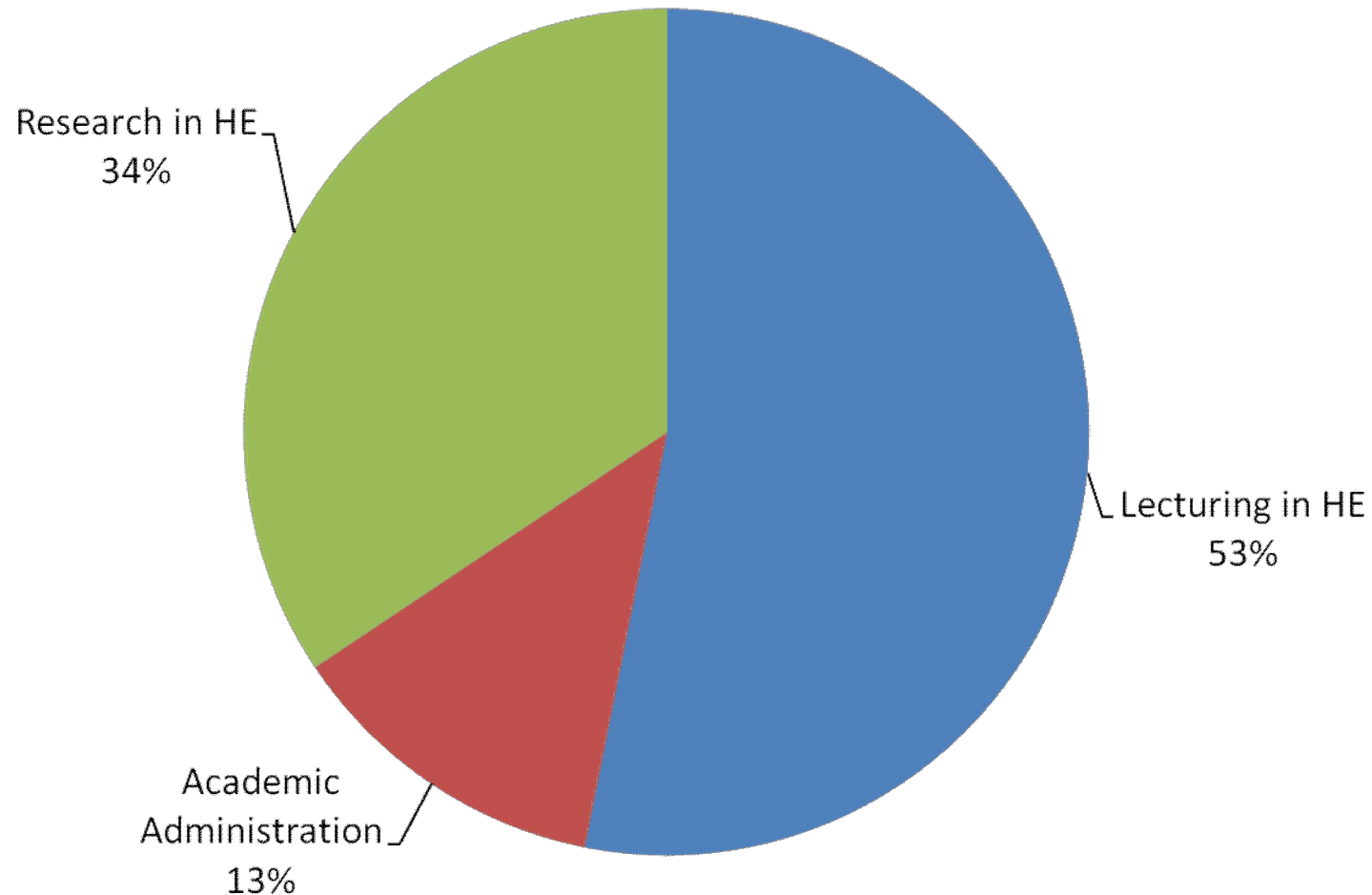
- University of Limerick
- Ireland
- United Kingdom

# PhD Employment Sectors- UL Graduates 2007



Source: University of Limerick First Destinations Survey 2008  
N=58

# PhD Employment in HE Sector- UL Graduates 2007

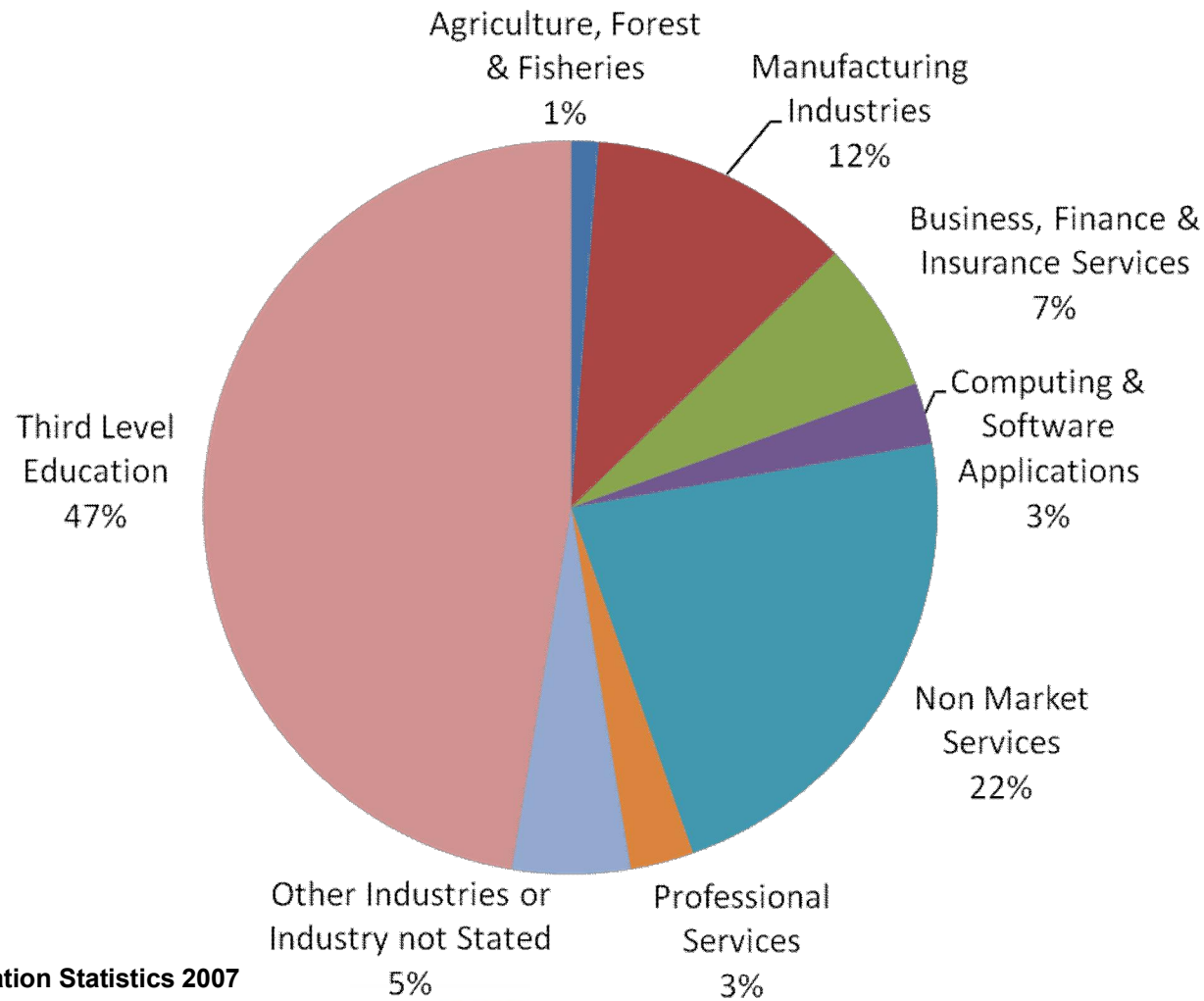


Source: University of Limerick First Destinations Survey 2008

N=32



# PhD Employment Sectors- Irish Graduates 2007

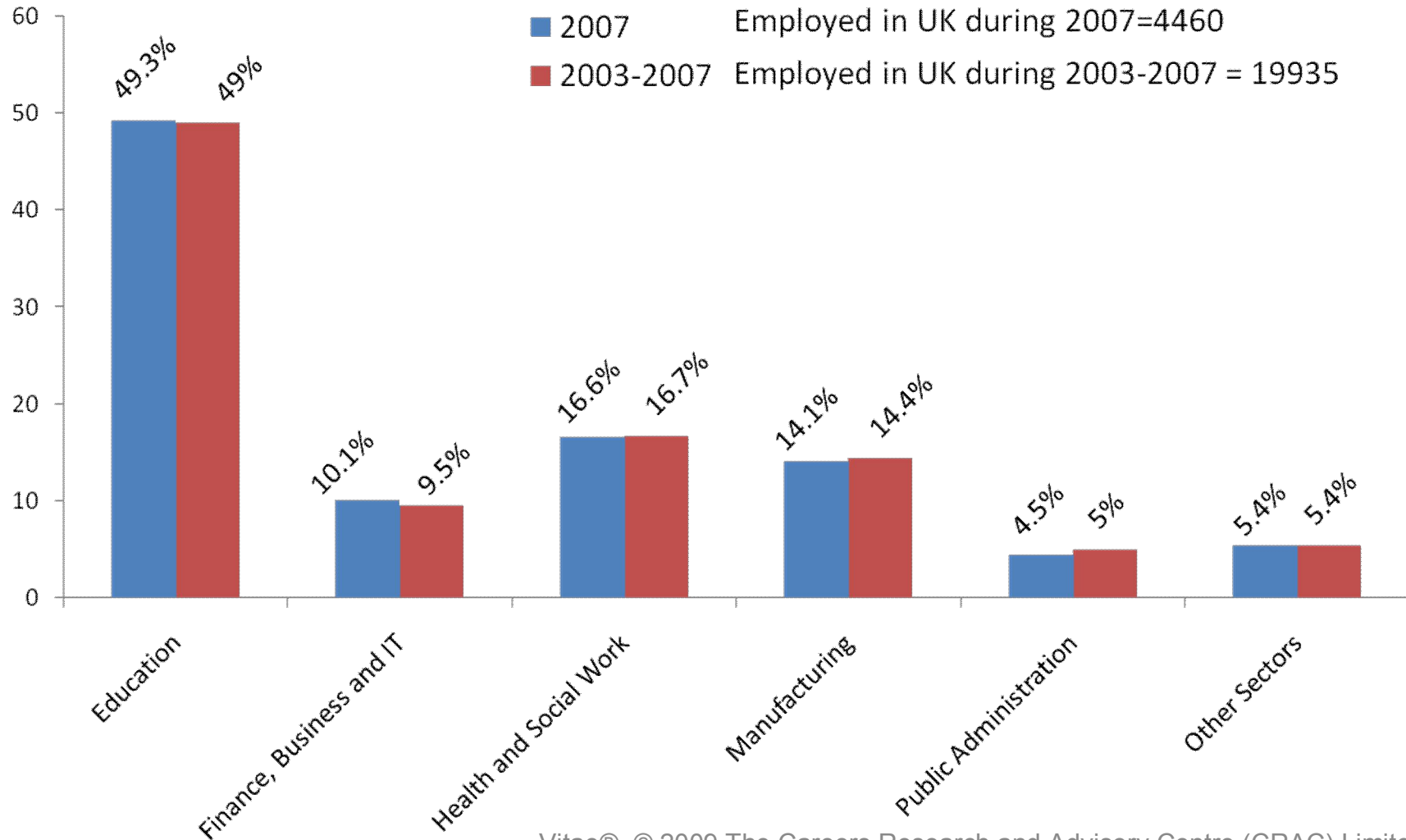


Source: HEA First Destination Statistics 2007

N=492



# PhD Sectors– UK Graduates 2003 - 2007



Vitae®, © 2009 The Careers Research and Advisory Centre (CRAC) Limited

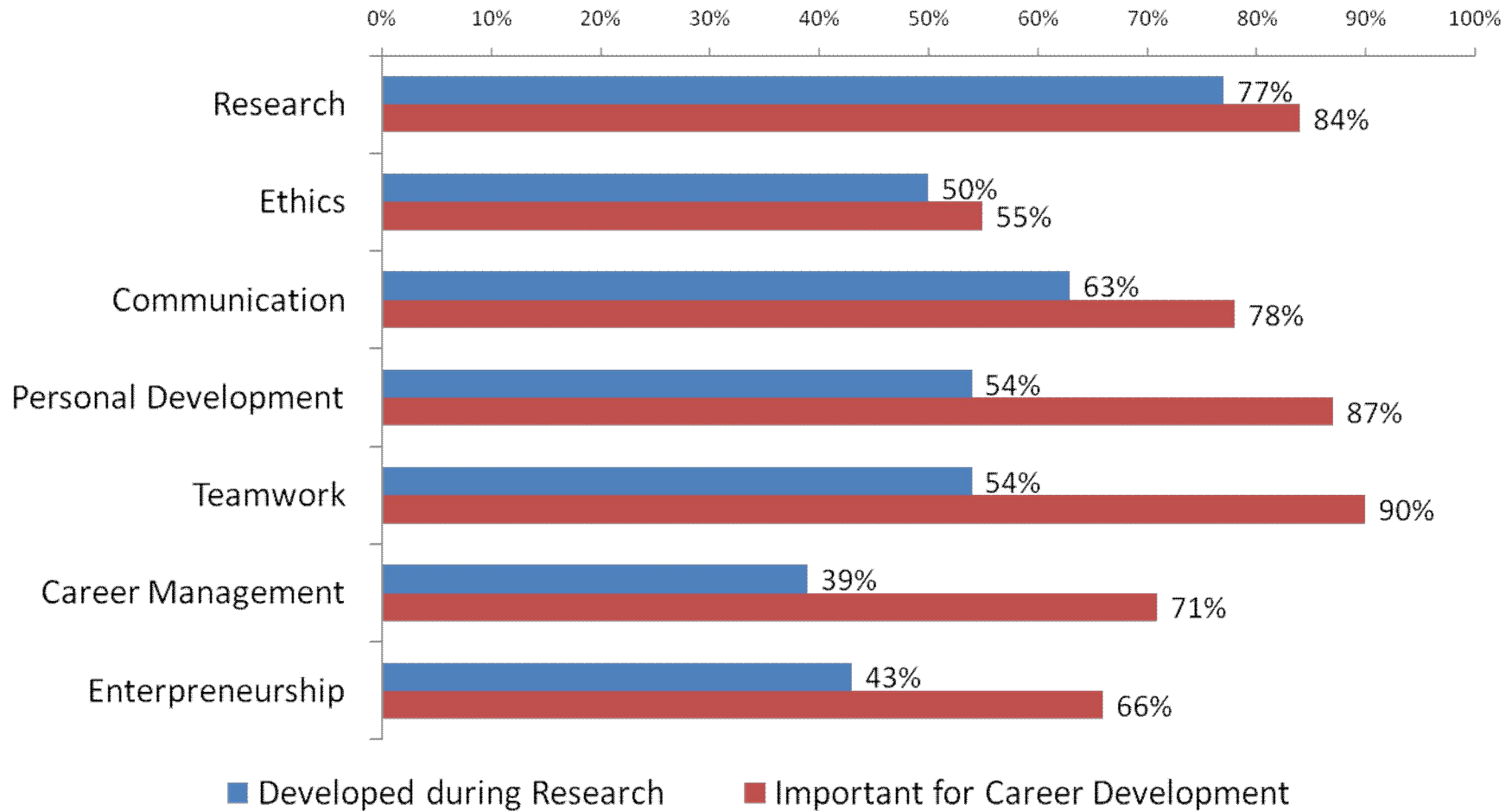
# Supporting Alternatives

- Employers' Perspective
- Research Graduates' Perspective

## Benefits of recruiting PhDs

- “Completion of a PhD indicates possession of initiative, intellectual ability and capacity to work autonomously”
- “Maturity and enthusiasm, technical proficiency, specialist knowledge, problem solving skills”
- “Communication, particularly ability to communicate effectively with non specialists”
- “Able to hit the ground running”
- “Postgrads have more of the skills, experience, maturity we look for”

# Research Graduates' Perspective



# UL Research Career Management Programme

- Responding to Needs
- SIF & Shannon Consortium
- Types of Provision

# UL Research Career Management Programme

- Current Provision
  - Training Workshops
  - Research Careers Seminars
  - One to One Consultations
  - Research Careers Fair
  - Research Surveys

# UL Research Career Management Programme

- Future Plans
  - Research Career Management Skills Accreditation
  - PhD Graduate Recruitment Programmes
  - Research into Irish Employers Perceptions & Experiences of Recruiting Research Graduates

Thank You

