Dmitri Teperik

Sergei Mikhailov

Baltic Experience in Enhancing Quality of Doctoral Studies with Transferable Skills and International Mobility
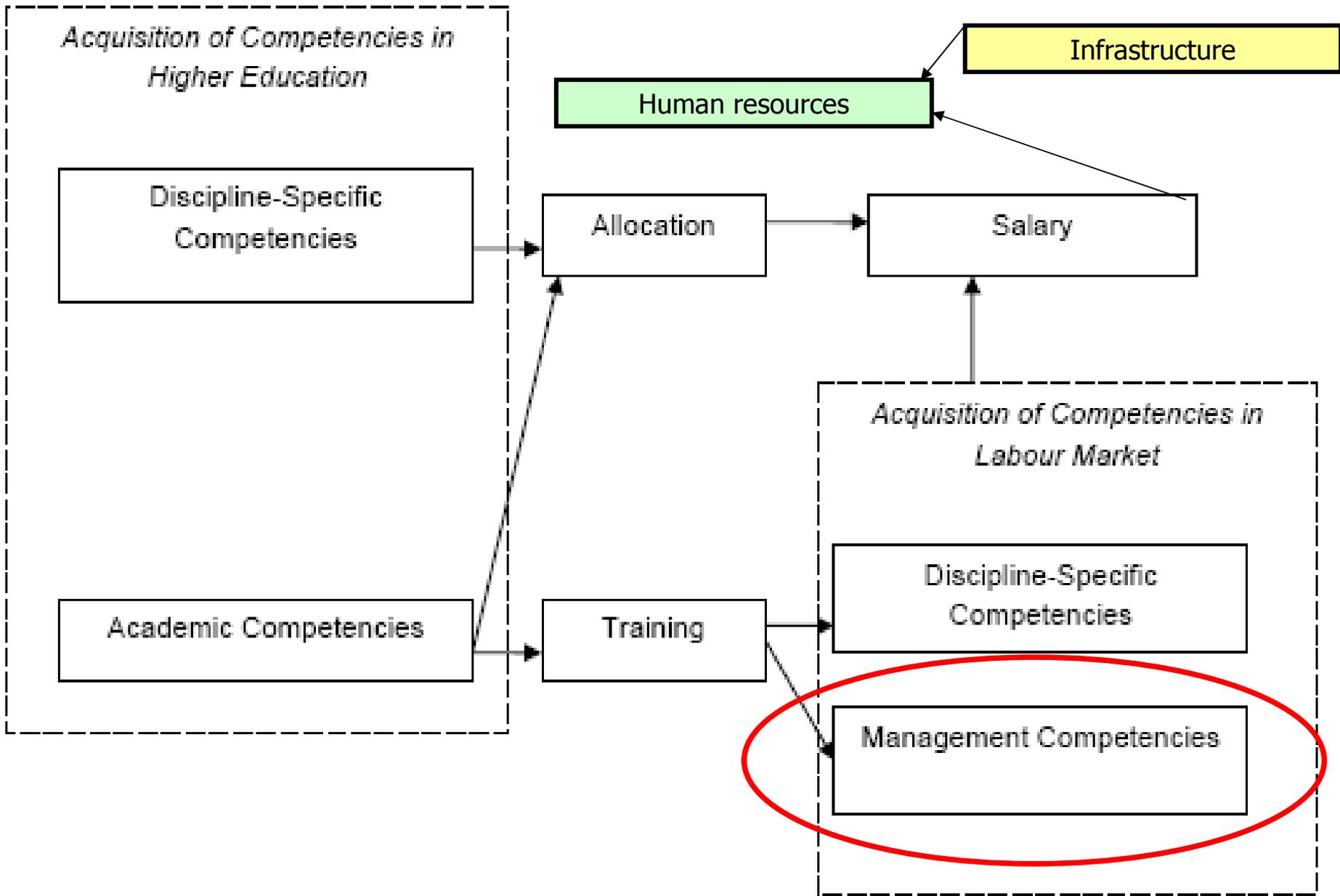
Transferable Skills are

- behavioral

- controllable

- developable

- interrelated and

  overlapping

Transferable Skills are highly linked with…

- career development

- emotional intelligence

- learning style

- mobility

Basic/fundamental skills	**literacy, using numbers, using technology**
People-related skills	**communication, interpersonal, teamwork, customer-service skills**
Conceptual/thinking skills	**collecting and organising information, problem-solving, planning and organising, learning-to-learn skills, thinking innovatively and creatively, systems thinking**
Personal skills and attributes	**being responsible, resourceful, flexible, able to manage own time, having self-esteem**
Skills related to the business world	**innovation skills, enterprise skills**
Skills related to the community	**civic or citizenship knowledge and skills**

Transferable skills are important because many jobs today require flexibility, initiative and the ability to undertake many different tasks.

|	
United Kingdom	**Core skills, key skills, common skills**
New Zealand	**Essential skills**
Australia	**Key competencies, employability skills, generic skills**
Canada	**Employability skills**
United States	**Basic skills, necessary skills, workplace know-how**
Singapore	**Critical enabling skills**
France	**Transferable skills**
Germany	**Key qualifications**
Switzerland	**Trans-disciplinary goals**
Denmark	**Process independent qualifications**

The aim was to improve post graduate students' transferable skills and to enable them to be more mobile in their current studies and future careers.

TRANSFERABLE SKILLS ==> MOBILITY

MOBILITY ==> TRANSFERBLE SKILLS

MOBILITY + TRANSFERABLE SKILLS ==> QUALIFICATION

YOUNG RESEARCHERS FROM SWITZERLAND

BALTMOB
www.enta.ee/baltmob

BALTIC SOCIETY

SURVEY

ESSAY CONTENT

YR
YOUNG RESEACHERS

LS
LOCAL SPECIALISTS

BC
WEB-BASED COURSE

FS
FOREING SPECIALISTS

SWITZERLAND
GREAT BRITAIN

eurodoc

SUPERVISING

CONSULTING

TRAINING

SUGGESTIONS

CONCLUSIONS

MEDIA

PM
POLICY MAKERS

MINISTRIES, UNIVERSITIES
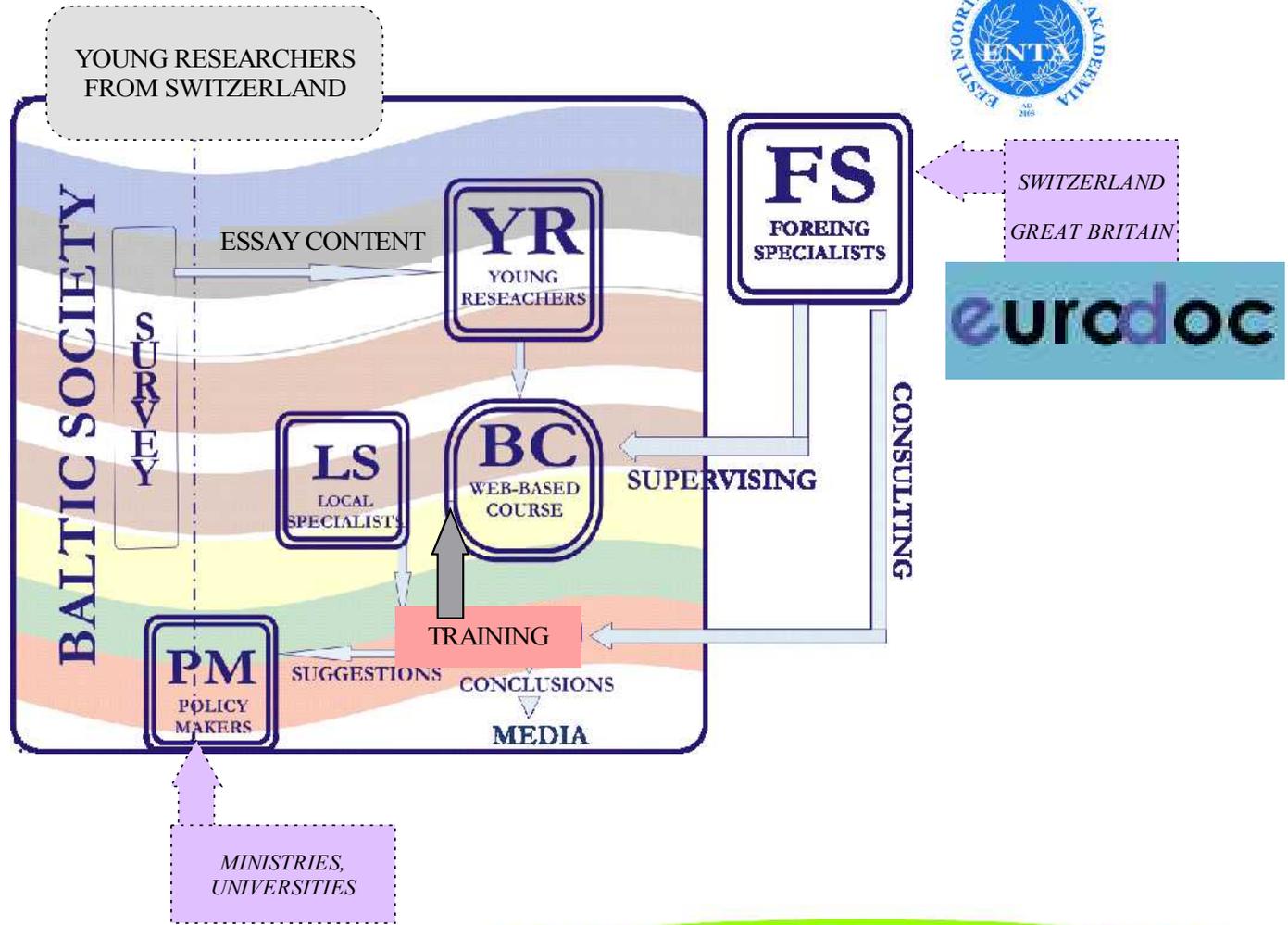
TRAINING ON ACADEMIC MOBILITY, SCIENTIFIC MANAGEMENT AND INNOVATION

March 2007	April 2007	May - June 2007	August 2007	September - November 2007	December 2007

External specialists (Switzerland, Great Britain, Finland)

Local advisers from universities

R&D excellence centre

Target group

Project team

essay content

training

R&D

survey

results

@ course

concluding meeting

proceedings

recommendations

SOCIETY

MASS-MEDIA
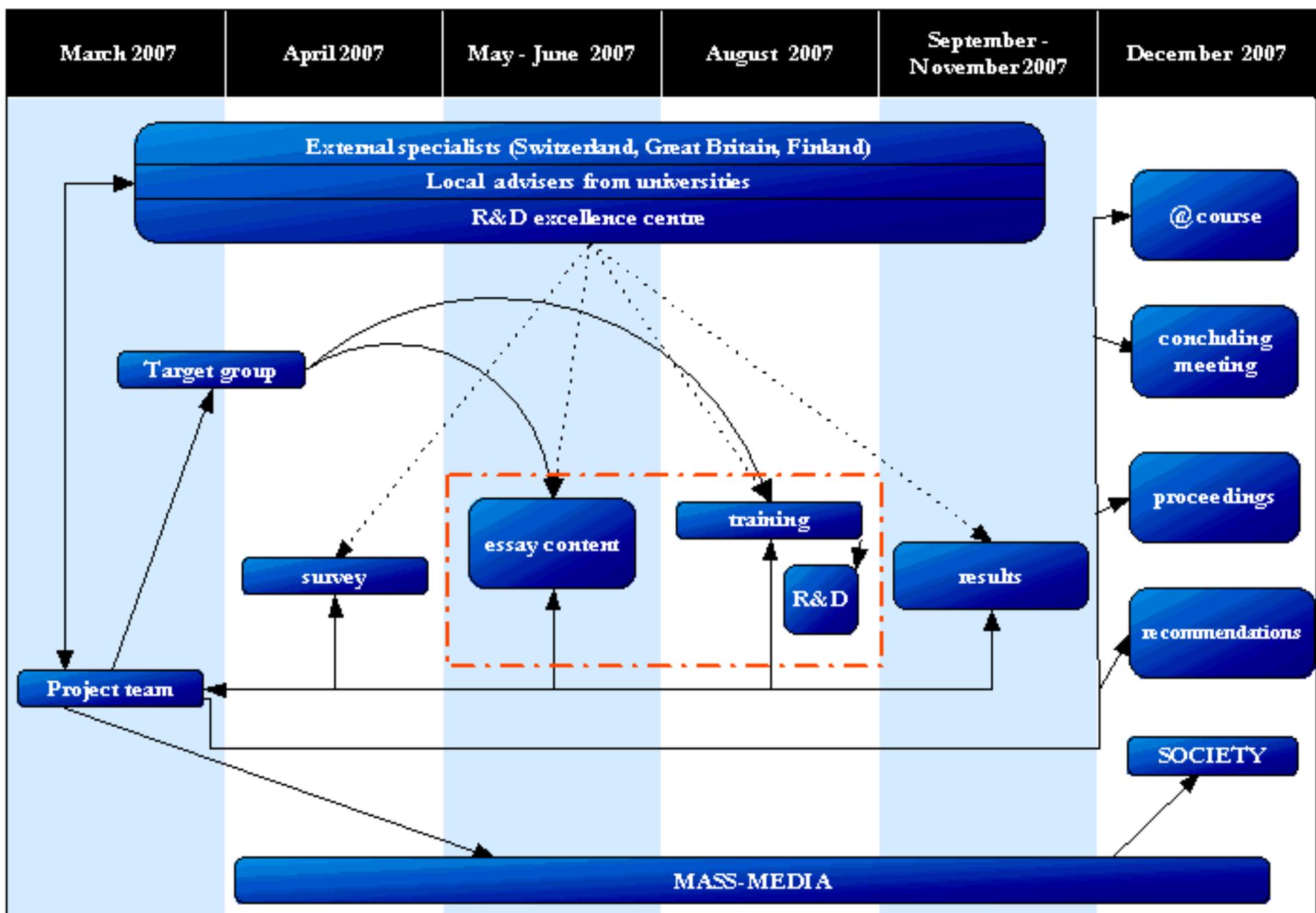
Background: Making the Right Moves: A Practical Guide to Scientific Management for Postdocs and New Faculty

Howard Hughes Medical Institution (USA), 2002, 2005

These beginning investigators described the challenges they faced in having to fulfill their research, teaching, administrative, and clinical responsibilities while simultaneously being expected to obtain grant support, publish, hire staff, and keep their labs running smoothly—all without formal management training. Their comments suggested that the grantees might have avoided costly mistakes and made better progress if they had learned to be managers as well as researchers before establishing their own laboratories.

List of topics

- Laboratory leadership
- Project management
- Collaborations
- The scientific investigator within the university structure
- Getting funded
- Getting published
- Current issues in research ethics
- Time management
- Data management and laboratory notebooks
- Mentoring and being mentored
- Gender issues in the laboratory
- Technology transfer
- Obtaining and negotiating a faculty position
- Budgets and budgeting
- Roundtable Discussion of Problems in Scientific Management
- Workshop in Basic Laboratory
- Teaching and Course Design

- full session on conflict management.

- Add the topics of budget/purchasing, hiring and firing people in the lab, writing a letter of recommendation, and

- how to handle oneself professionally (e.g., maintaining a professional distance from lab members, avoiding offending colleagues and lab members).

search HHMI   **SEARCH ›**   ADVANCED SEARCH ›

HHMI
HOWARD HUGHES MEDICAL INSTITUTE

http://www.hhmi.org/resources/labmanagement/

NOVEMBER 08, 2007

LAB MANAGEMENT

- :: OVERVIEW
- :: MAKING THE RIGHT MOVES
- :: TRAINING SCIENTISTS
- :: MORE RESOURCES

LAB MANAGEMENT BOOKS

Order Your Free Copy ▫

LAB MANAGEMENT

Resources for the Development of Early-Career Scientists

Beginning scientists face a variety of challenges in launching their careers. The publications and links on this Web site can help new investigators "make the right moves" and assist those who take on the important task of providing early-career researchers with scientific management training.

For more information on these resources, contact labmgmt@hhmi.org.

MAKING THE RIGHT MOVES: A PRACTICAL GUIDE TO SCIENTIFIC MANAGEMENT FOR POSTDOCS AND NEW FACULTY, SECOND EDITION
Based on courses held in 2002 and 2005 by the Burroughs Wellcome Fund and HHMI, this book is a collection of practical advice and experiences from seasoned biomedical investigators. More ›

TRAINING SCIENTISTS TO MAKE THE RIGHT MOVES
These publications can help universities and professional societies develop programs in scientific management. More ›

MORE RESOURCES FOR SCIENTIFIC MANAGEMENT TRAINING
Sample letters, checklists, evaluation forms, case studies, interactive exercises, and other training materials. More ›

RELATED LINKS

AT HHMI

- ⤓ Entering Mentoring (PDF, 964KB)
- :: HHMI lab safety videos
- :: Ethics in Biomedical Research

ON THE WEB

- :: Inside the NIH Grant Review Process
- :: Science Careers

CONTACT

- :: labmgmt@hhmi.org

Background: supporting and promoting generic and employability skills training for postgraduate students and postdoctoral researchers

- UK PhDs are required to have transferable skills
- Prior to doctoral studies
- During the thesis research
- From the trainings
- Research council (UK), 2004+
- In 2004-05 Roberts funding totalled £13.38 million. Postgraduate and postdoctoral researchers receive two weeks and one week training per annum, respectively

www.grad.ac.uk

the uk GRAD programme

➔ Regional Hubs

➔ GRAD courses

➔ Events

➔ Resources

➔ Publications

➔ Policy

➔ Message board

Quick links

- News
- Diary of events
- Press
- Just for Postgrads
- Apply for a GRADschool

Top 5 viewed items

1. Careers in Focus
2. Database of Practice

YOU ARE IN Home > Resources > Just for Postgrads

Within this section: Resources intro | Personal Development Plans | Just for Postgrads | Database of Practice | Resources database | Resources database
Planning a Doctorate | Resources database conditions of use | PGR Tips | Supervising a Doctorate | What Do PhDs Do? publications

Just for Postgrads

These pages aim to help you manage your PhD effectively with our advice on common research management **challenges**, overcoming **hurdles** and links to the **best resources**.

- Managing yourself
- Managing your research
- Planning your career
- Launching an academic career
- Marketing yourself to employers
- Useful resources
- Frequently asked questions

And if you are looking for something specific...

our contents page will give a **complete picture** of what you can find in this section of the site or enable you to **link directly** to the article or issue of interest, or look at Useful Resources to see the websites and books that we've found **useful** or are **recommended** by other PhD students.

Read the Next Wave review of the 'Just for Postgrads' section from which these pages were developed.

For tips and information to help you during your PhD and when planning your career why not sign up for PGR tips, a monthly email bulletin designed specifically for postgraduate researchers. PGR tips covers topics such as evaluating skills, writing up, support and funding, and launching an academic career.

Estonian Academy of Young Scientists

www.enta.ee/baltmob

Project team's recommendations for additional reading
(all materials presented here are found from free open recourses)

Online resources

* Delivering Employability

* Academic Skills Resources

* Time management

* Transferable Skills Project

* Being a Mentor to Students in Science and Engineering

* Manage Your Career - the Wall Street Journal

Transferable skills, the Baltic states' perspective

- Questionnaire - tool for narrowing the scope of themes needing coverage
- Essay competition – tool for widen the range of topics that might either be relevant to the Baltic states in particular or just missed by the british and americans in the first place

Findings of the pre-course activities

- Lack of initiative on personal level
- Lack of leadership
- Teamwork principles
- Internal communication
- Conflict management
- Multiculturalism
- Lack of human resources
- Inadequate infrastructure

Scheme of the training course

- Personal and Project Management
- Work and Research in Multicultural Environment
- Multinational Approach to Organizational Management
- Research Management and Scientific Leadership: Strategic, Organizational and Operational Perspectives
- Publishing and Getting Published in International Research
- Communicating Science - the Journalist Perspective
- Good practice examples: field trip to Finland's Helsinki University, Tehnopolis and Nokia

Following aspects were evaluated <u>highly</u> by the BaltMob participants:

+ Easy-to-understand topic
+ Practical training, which takes into consideration the participants' personal viewpoint
+ Content well structured with a clear goal presented in the beginning
+ Creative approach used
+ The goal is in sight and personal aspect is involved
+ The participants didn't mind very much the intensive pace of the session
+ Limited amount of theoretical references, but well and thoroughly explained.

- Young scientists educated in fields of academic mobility, innovation and scientific management, who are capable of educating their younger colleagues;

- Internet-based course consisting the modules: *multicultural environment in research, career path, mobility as a tool for a modern researcher, time management, networking, leadership.*

- Proposals to the universities (curriculum development), Ministry of Education and Science (funding), Ministry of Foreign Affairs (experience sharing)

Estonian Academy of Young Scientists

www.enta.ee

enta@enta.ee

Kohtu 6

10130 Tallinn, Estonia