Career Control for Researchers

A program by **PostdocTraining**

Pilot Process

☐ **Would you like** to add an online, interactive career planning program to the training you offer your PhD candidates?

☐ **Would you like** to run a pilot to find out whether this program suits your institution and your PhD candidates?

'Yes' to both? You may be interested in our 5–step process for trialling Career Control for Researchers at your institution. We have refined this approach through numerous pilots with universities and research institutions in Australia and Europe since 2014.

Step 1 - Decide on the size of your pilot cohort

The aim is a representative sample of your PhD students based on factors including:
· research discipline (Career Control has been tested to suit all disciplines)
· stage of candidature
· gender, experience, cultural and language background, etc.

Size of pilot*	☐ 10 participants	☐ 50 participants	☐ 100 participants
	Suitable for institutions with small PhD cohorts	Suitable for institutions or universities with medium–to–large PhD cohorts	Suitable for major universities with large PhD cohorts
Cost for 2024*	US$ 1,430	US$ 6,500	US$ 11,800

* Other group sizes are possible, with prices by negotiation

Step 2 - Choose a starting date

For larger groups (50+) we suggest leaving 2 months between the decision to run a pilot and the start date to give time for advertising, etc. We run two 8–week courses each year; pilots can be organised to coincide with either of these.

Possible start dates: ☐ April   ☐ October

Step 3 - Recruit pilot participants

We provide draft advertising text and information for your Expression of Interest, and adapt it as required to help you promote the pilot and invite interest from students. Your institution then:

· determines selection criteria to ensure participants will be representative
  of your PhD student community
· decides recruitment procedure (e.g. invitation–only, based on status/pre–qualifying activity,
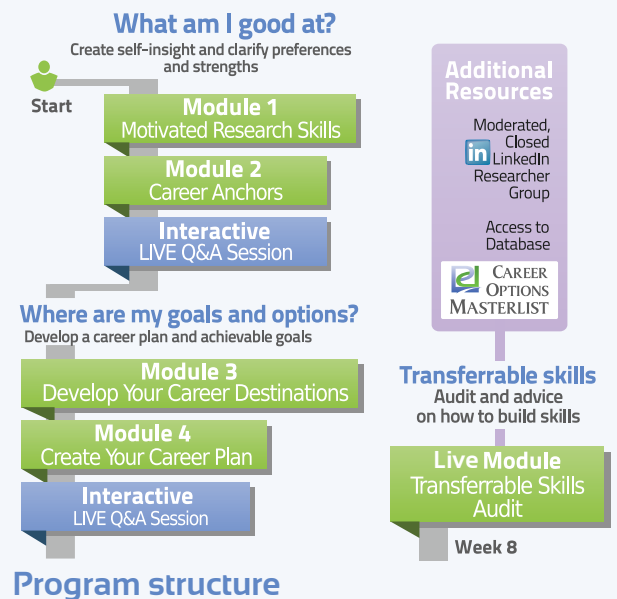 or via open advertising?)

Expressions of Interest can be gathered electronically, via a survey hosted and managed by

☐ **PostdocTraining** (no extra cost)   ☐ **your institution**

Step 4 - Run the pilot program

The program itself is delivered entirely by PostdocTraining, and gives you the choice of the following complimentary extras:

☐ up to 2 additional program places for
   administrators/advisors of PhD candidates

☐ optional 'buddy' matching for participants,
   for career discussions during the program

☐ assistance with assessment of participants (for
   example, if your students earn credits for
   engagement in training during their candidature)

What am I good at?
Create self–insight and clarify preferences and strengths

Start

Module 1
Motivated Research Skills

Module 2
Career Anchors

Interactive
LIVE Q&A Session

Where are my goals and options?
Develop a career plan and achievable goals

Module 3
Develop Your Career Destinations

Module 4
Create Your Career Plan

Interactive
LIVE Q&A Session

Additional Resources
Moderated, Closed LinkedIn Researcher Group

Access to Database

CAREER OPTIONS MASTERLIST

Transferrable skills
Audit and advice on how to build skills

Live Module
Transferrable Skills Audit

Week 8

Program structure

Step 5 – Collect feedback

How do you want to assess whether the pilot program has been a success? PostdocTraining will discuss this with you at the outset and help with designing survey questions as required, with

☐ **feedback to be collected by us and shared with you**   ☐ **feedback to be collected by you**

Feedback from past participants

"I really enjoyed the program and it was great that the GradSchool made it possible…It gave me a clear structure of how to plan my PhD, how to create the goal on what comes after that, how to identify and value my strength and a reason why I should complete my PhD."

"I've taken part in several career workshops and none helped me as much as yours did. I think it is the way you frame questions that makes a huge difference. It also helps that this was a step by step process."

"The step by step pace led to some in–depth soul searching and helped me focus on what I am good at. I have totally changed my expectations of career post–doc and feel very relieved that there are a lot more options out there for when I finish."

Interested to run a pilot of Career Control for Researchers at your institution?

Contact Dr Kerstin Fritsches or Stephen Evill

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