

EARLY STAGE CAREER PLANNING

The aim of the module is to develop the career planning knowledge and skills of the doctoral candidate early in his/her studies. The module covers aspects of career theory and the career planning process. The skills and competencies required for career success across a range of possible career paths are analysed.

LEARNING OUTCOMES:

On successful completion of this module the learner will be able to:

- Analyse the range of factors which inform and influence career choice for doctoral candidates
- Describe the skills and competencies required of doctoral candidates for 'Career Construction' in 21st Century
- Analyse the required skills and competencies relating to career paths available to the doctoral graduate in the candidates discipline area
- Develop planning and goal setting skills as related to career construction
- Integrate reflective practice into career planning
- Demonstrate professional networking skills

INDICATIVE CONTENT:

Introduction to Careers

Application of Career Theory & Career Planning Process

PhD Skills, Competencies & Employability

To include: 4 Possible Career Paths; Range of skills and competencies for career success

Goal Setting & Decision Making

SMART goals explained and how to develop goal-setting habits

Reflection, Theory and Practice

Models of Reflection - Kolb's Cycle (1984); Schon's model (1983); Boud, Keogh & Walker (1985); Core Model for Reflection, Cotterell (2010)

Professional Networking & Mentorship

Understanding of personal brand. How to build a professional network. Value of engaging with a Career Mentor.

MODULE RESOURCES

Recommended Book Resources

- Annamaria Conto and Fabiana Visentin 2015, A revealed preference analysis of PhD students' choices over employment outcomes, Research Policy, Vol. 44, 193
- Barthelemy Durette, Marina Fournier & Matthieu Lafon 2016, The core competencies of PhDs, Studies in Higher Education, Vol. 41 No. 8, 135
- Ruth Neumann and Kim Khim Tan 2011, From PhD to initial employment: the doctorate in a knowledge economy, Studies in Higher Education, Vol. 36 No. 5, 601
- Thomas S. Krieshok, Michael D. Black and Robyn A. McKay 2009, Career Decision Making: The limits of rationality and the abundance of non-conscious processes, Journal of Vocational Behaviour, Vol 75, 275

Supplementary Book Resources

- H.B. Gelatt and C. Gelatt 2003, Creative decision making using positive uncertainty, 2nd Ed., Crisp Learning [ISBN: 9781560526904]
- Stella Cottrell 2015, Skills for Success - personal development and employability, 3rd Ed., Red Globe Press [ISBN: 9781137426529]

Other Resources

- Website: Career Planning for PhDs ebook <https://www.jobs.ac.uk/enhanced/careers-media/career-planning-phd-ebook.pdf>

COURSE WORK

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Essay	Development of a career development plan. The plan to reference at least two career theorists and to include an investigation of at least two career paths. Students are to identify and secure a Career Mentor for last two years of their PhD.	1,2,3,4,5,6	80.0	Sem End
Presentation	Set out a medium term career objective. Outline the short term goals that will move you towards that objective.	3,4,5,6	20.0	Every Week