

Skillfluence *Sessions*

Designing Multi-Year Doctoral Training Pathways From Skills Menu to Culture Pathway

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www.skillfluence.co.uk



Most doctoral programmes are busy

You probably have:



Full training calendars



Lots of sessions



Engaged students...
sometimes



Busy ≠ Development

Activity is **not** the same as progression.

Doctoral development shouldn't just be about what is offered, but **how it is sequenced.**



How does your
provision evolve?

Confidence →

Capability →

Relationships →



What we see across the sector

40+

CDTs/DTPs

100+

universities and research
organisations across UK and Europe

50,000+

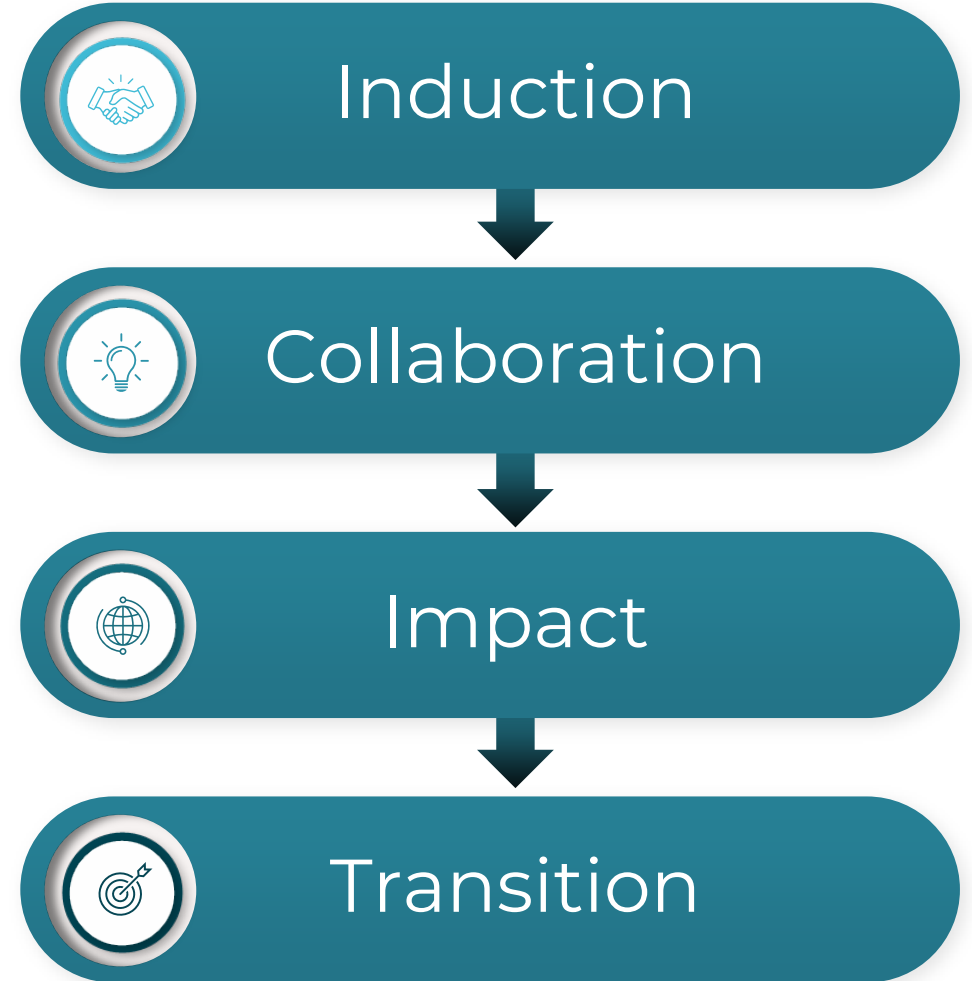
Researchers



The Missing Layer

A developmental logic

- Why this session?
- Why now?
- What's next?



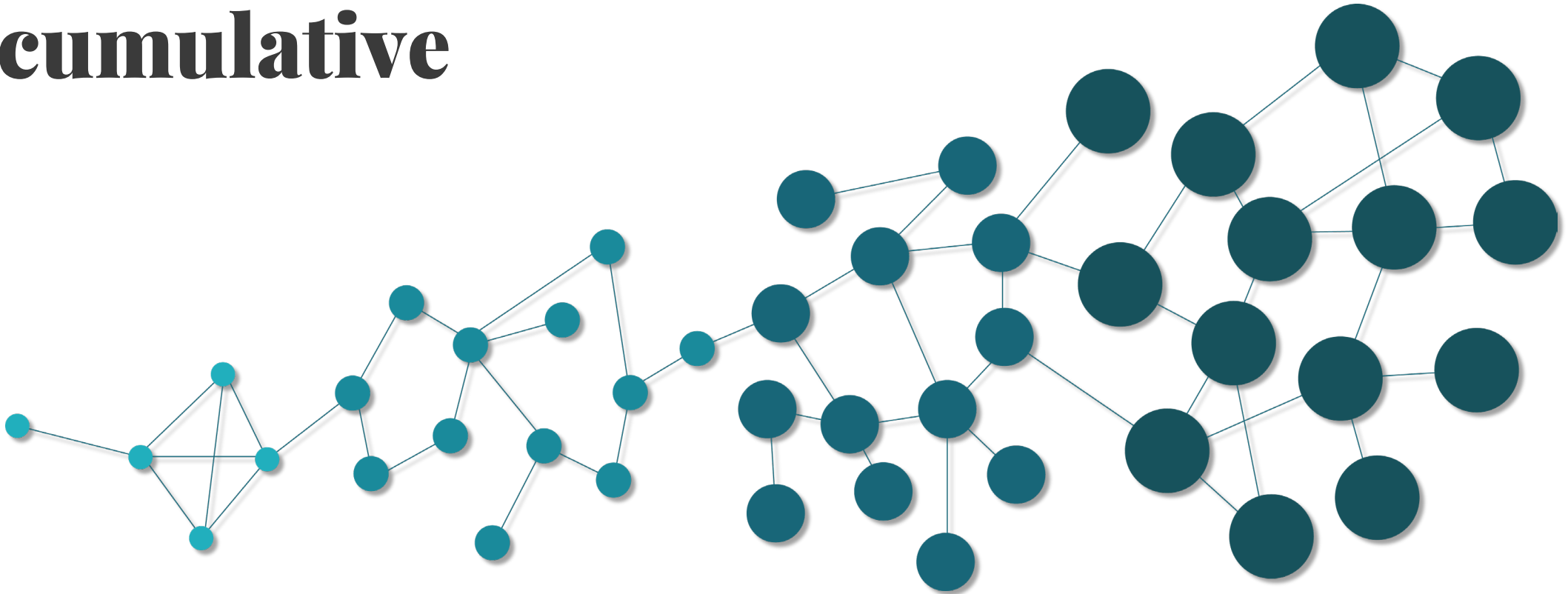


Skills

Culture

Training isn't just
skills
development

Cohort culture is
cumulative





Pathways Are Culture Interventions



Why pathways matter

- Researchers change
- Needs change
- Provision should change too

One size doesn't fit all stages



So what might a four-stage pathway look like?



Year 1

Foundations and Professional Behaviours

Year 2

Collaboration, Creativity and Communication

Year 3

External Engagement & Innovation

Year 4

Leadership & Transition



Year 1

Foundations and Professional Behaviours



*Skills for starting well, building confidence
and forming a supportive cohort*

“How do I start well?”

Cohort Building
Launch Pad

Active Networking

Working Effectively with
Your Supervisor

Progressing your
PhD Effectively



Year 2

Collaboration, Creativity,
and Communication



*Skills for working with others, thinking creatively
and communicating research*

“How do I work with others?”

Interdisciplinary
Collaboration

Intro to Design
Thinking

Communicate
with Impact

Intro to Public
Engagement



Year 3

External Engagement and Innovation



Skills for understanding industry needs, engaging externally and exploring pathways to impact

“Why does my work matter?”

The Innovative
Researcher

Communicate with
Industry

Intro to
Commercialisation

Knowledge
Exchange Kickstart



Year 4

Leadership and Transition



*Skills for stepping into the next stage and
completing the doctorate with confidence*

“What’s next?”

The Emerging Leader

What Next? Career Planning for
Researchers

Grant Writing
101

Get Ready for
Your Viva

Pathway Benefits



What changes for doctoral programmes?

- Stronger cohort identity
- Clearer structure
- Easier alignment with UKRI & Concordat

What changes for researchers?

- Right support at the right time
- Clear sense of progress
- Stronger confidence. & identity



Quick reflection

Where are you strongest?



Year 1

Foundations and Professional Behaviours

Year 2

Collaboration, Creativity and Communication

Year 3

External Engagement & Innovation

Year 4

Leadership & Transition

Where are researchers left to DIY?



Year 1

Foundations and Professional Behaviours

Year 2

Collaboration, Creativity and Communication

Year 3

External Engagement & Innovation

Year 4

Leadership & Transition



If your doctoral training and
development programme
disappeared **tomorrow....**

Would students lose:
workshops?

or a community?

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