

# Graduate Research Academy

Professional Skills Uplift  
online training for HDR  
students through DeakinCo



The Graduate Research Academy, in collaboration with DeakinCo have agreed to open current and soon to be released training courses to Deakin University HDR students at cost price to expand training activities in employability and career skill development, during COVID-19 and beyond.

## Outline of training

- 52 courses offered across 19 capability building topics released in stages – see appendix 1
- Courses offered at 3 levels (Proficient, Practitioner, Advanced)
- All courses are self-guided online learning
- 4-6 hours contact time per course (base 4 hours, plus recommended interactive, engaging case studies, activities and readings – up to 6 hours total)
- Optional Skills Hub assessment tool to assist students in identifying appropriate course level to complete
- Assessment is quiz based
- All courses have been mapped against the VITAE framework and fill a gap in our training in all domains of Knowledge and Intellectual Abilities, Personal Effectiveness, Research Governance and Organisation, and Engagement, Influence and Impact.
- Students will be provided a certificate of completion

- Completed courses will be recorded in student's Individual Learning Plan and Portfolio of Assets

## Training course themes based on capability building

- Data driven marketing
- Digital literacy
- Communication
- Critical thinking
- Design thinking
- Innovation
- Financial literacy
- Project management
- Risk management
- Data analytics
- Business intelligence
- Data science
- Problem solving
- Financial Acumen
- Collaboration (teamwork)
- Adaptive mindsets
- Driving strategic results
- Professional ethics
- Leading and developing people and empowering others

## Pilot Details

- Training will be promoted to students between 1 and 3.5 years consumed load as they are established in their degree (post confirmation of candidature) and could benefit most from additional skills training (not offered to students post 3.5 years consumed load as their focus should be on completing their degree).
- Engagement and completion will be monitored to manage further enrolment i.e. a student can only enrol in another course once the previous course is completed successfully.
- The number of students able to engage is not be restricted, however, individual engagement will be monitored and capped at 8 courses per student.
- All students will access training through and are required to record training in their Individual Learning Plan (ILP), write a self-reflection document of 750-1000 words identifying self-growth and development, and upload this as their proof of learning into the ILP system.
- A full review of the training pilot will be conducted by the GRA to measure student engagement generally, completion rates, engagement with particular capability suites or courses, utilisation of DeakinCo Skills Hub diagnostic and services, and to determine if students found the training interesting and valuable. The student reflection documents in addition to evaluation data acquired through DeakinCo, will be reviewed to inform future researcher training and development planning, acquisition and delivery.

## Appendix 1. Courses grouped by capability building topics and release dates

Course name	Capability	Level		Planned release date
Developing data-driven marketing campaigns	Data Driven Marketing	Proficient	6	Implementation 31 August 2020
Building market insights	Data Driven Marketing	Practitioner	7	
Modelling data for marketing campaigns	Data Driven Marketing	Advanced	8	
Participating in the digital age	Digital literacy	Proficient	6	
Principles of data management	Digital literacy	Practitioner	7	
Leadership in digital technology	Digital Literacy	Advanced	8	
Effective communication in the workplace	Communication	Proficient	6	
Driving compelling communication	Communication	Practitioner	7	
Leading effective communication streams	Communication	Advanced	8	
From logic to critical thinking	Critical Thinking	Proficient	6	
Logical reasoning	Critical Thinking	Practitioner	7	
Imagination, creativity and insight	Critical Thinking	Advanced	8	
Design thinking processes	Design Thinking	Proficient	6	
Developing design innovations	Design Thinking	Practitioner	7	
Implementing design thinking innovation	Design Thinking	Advanced	8	
Fostering innovation in your team	Innovation	Proficient	6	
Identifying innovative practices	Innovation	Practitioner	7	
Implementing workplace innovation	Innovation	Advanced	8	
Managing income and expenditure	Financial Literacy	Proficient	6	30 September 2020
Planning and forecasting business requirements	Financial Acumen	Practitioner	7	
Financial modelling and management	Financial Acumen	Advanced	8	
Developing a project management plan	Project Management	Proficient	6	

Course name	Capability	Level		Planned release date
Undertaking a project	Project Management	Practitioner	7	30 September 2020
Managing a project	Project Management	Advanced	8	
Principles and implementation of risk management	Risk Management	Proficient	6	
Establishing risk contexts	Risk Management	Practitioner	7	
Developing risk management profiles	Risk Management	Advanced	8	
Principles of data analytics	Data Analytics	Proficient	6	30 October 2020
Managing data analytics	Data Analytics	Practitioner	7	
Leading data analytics	Data Analytics	Advanced	8	
Principles of business intelligence	Business Intelligence	Proficient	6	
Managing business intelligence	Business Intelligence	Practitioner	7	
Leading business intelligence	Business Intelligence	Advanced	8	
Leading data science	Data Science	Advanced	8	
Solving problems in the workplace	Problem Solving	Proficient	6	
Understanding problem solving processes	Problem Solving	Practitioner	7	
Problem solving methodologies	Problem Solving	Advanced	8	
Developing performance targets and standards	Leading and Developing People and Empowering Others	Proficient	6	TBD
Encouraging leadership in others	Leading and Developing People and Empowering Others	Practitioner	7	
Creating strategic leaders for the future	Leading and Developing People and Empowering Others	Advanced	8	
Effective team collaboration	Collaboration (Teamwork)	Proficient	6	
Developing and encouraging effective teams	Collaboration (Teamwork)	Practitioner	7	
Leading effective teams	Collaboration (Teamwork)	Advanced	8	
Creating adaptive environments	Adaptive Mindsets	Proficient	6	
Developing an adaptive mindset environment	Adaptive Mindsets	Practitioner	7	
Building the adaptive business unit	Adaptive Mindsets	Advanced	8	
Driving change in the workplace	Driving Strategic Results	Proficient	6	
Meeting strategic needs	Driving Strategic Results	Practitioner	7	
Building strategic teams	Driving Strategic Results	Advanced	8	
Examining organisational codes of conduct	Professional Ethics	Proficient	6	
Promoting professional ethical principles	Professional Ethics	Practitioner	7	
Fostering an ethic workplace	Professional Ethics	Advanced	8	

