



Annual Report 2011/2012

August 2011 to July 2012

The Employment Research Institute (ERI) carries out independent, rigorous and interdisciplinary research that informs stakeholders in the public, business and academic sectors on issues of employment, employability, skills, economic development and equalities. We seek to advance understanding, develop new knowledge and bring it to decision-makers, practitioners, funders, academics and society.

The main areas of our work in 2011-12 included research in the areas of employment related to prior learning, health and wellbeing, youth employability, social cohesion, ageing and work, statistical analysis and a range of other topics.

The financial year 2011 to 2012 has been another successful year for ERI. With five EU funded projects on the go, ranging in topics from age management in organisations, supply chains to healthy learning in small and medium sized enterprises and two EU 7th Framework research projects on the transition from education to work for young people (using a Capabilities Approach) and the co-ordination and governance of various local organisations concerned with youth unemployment. Each of these projects involved joint working and sharing practices across many EU countries.

We have also been working on over 15 national and international projects. Funders have included the European Union, UK Commission for Employment and Skills, the Scottish Government, John Lewis Partnership, Letts, Skills Development Scotland, Scottish Enterprise and many others, including knowledge exchange partnerships with small companies.

We have continued working closely with our international partners and colleagues in the UK, Europe, China, Australia, Bangladesh, New Zealand and elsewhere. Our joint work illustrates our emphasis on the interdisciplinary and the international nature of our work, which is embedded in the strong specialist skills of the ERI team.

We would like to acknowledge the contribution of all the organisations that funded ERI projects in 2011-12. For further information about our research please contact me or the ERI team on eri@napier.ac.uk or visit our website www.napier.ac.uk/eri.

Prof Ronald McQuaid
Director
Employment Research Institute

Employment Research Institute

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ERI Projects 2011/2012

National Projects

We would like to express our gratitude to everybody involved in our projects for their productive cooperation including our partners, interviewees, survey respondents and other participants who made our research possible.

The changing public services landscape in Scotland: opportunities and challenges for the third sector



<http://www.thirdsectorproject.org/>

Funding: Scottish Government

Duration: September 2009 - August 2013

Research Team: Sue Bond, Prof Ronald McQuaid, Dr Matthew Dutton, Dr Valerie Egdell, jointly with Prof Stephen Osborne and Elric Honore (University of Edinburgh)

The ERI with Edinburgh University was commissioned by the Scottish Government to conduct a major programme of longitudinal research on how third sector organisations contribute to the delivery of public services. This four-year study is focussed on tracking around twenty, third sector organisations as they contribute to the delivery of health, social care and other key services across Scotland. The ERI-Edinburgh University team is working closely with third sector organisations to ensure that the research identifies and disseminates examples of innovation and good practice.

<http://www.napier.ac.uk/employmentresearchinstitute/projects/Pages/TheChangingPublicServicesLandscapeinScotlandOpportunitiesandChallengesfortheThirdSector.aspx>

The role of skills from worklessness to sustainable employment with progression



Funding: UK Commission for Employment and Skills (UKCES)

Duration: August 2010 – September 2011

Research Team: Led by David Devins (Leeds Metropolitan University); with Prof Ronald McQuaid, Dr Valerie Egdell, with Colin Lindsay, York University

This study was shaped by the recognition that while there has been a great deal of policy development around the transition from unemployment and inactivity to employment over the last decade, policy has not been sufficiently informed about how best to nurture sustainable employment for those at risk of labour market exclusion.

The authors concluded that a long-term view is required to decide how best to support someone at the point of worklessness: to address employability barriers in the short-term; and prepare the individual to retain, and progress in, employment. The concept of career is explored as a framework for progression: a combination of career guidance, a career / personal development plan and career management skills are identified as tools to raise aspiration and enable individual's to take action once they are in work to support their own progression. Thinking about the workplace, the report reviews the evidence on the role of job design, line management and progression pathways in facilitating workplace learning as a route to progression.

<http://www.napier.ac.uk/employmentresearchinstitute/projects/Documents/evidence-report-38-the-role-of-skills.pdf>

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**Call-off contract for the analytical
needs of Communities Analytical
Services Division, Scottish
Government, 2009-11**



Funding: Scottish Government

Duration: 2009 - 2012

Research Team: Professor Ronald McQuaid, Dr Valerie Egdell, Dr Emma Hollywood

Review of Financial Capability Training Resources, April-July 2011, Prof Ronald McQuaid and Dr Valerie Egdell

This project involved a number of call-off research projects. During the current year, a review was carried out to better understand the training needs of practitioners working in the field of post-school financial capability support in Scotland; and the training provision available for different types of practitioners across a range of sectors.

http://www.educationscotland.gov.uk/Images/Review_of_Financial_Capability_Training_Resources_tcm4-685080.pdf

**Identifying the barriers and drivers
of engagement in workplace learning
for lower skilled employees**



Funding: UK Commission for Employment and Skills

Duration: November 2010 - September 2011

Research Team: Prof Ronald McQuaid, Prof Robert Raeside, Dr Jesus Canduela, Dr Colin Lindsay, Dr Valerie Egdell, Alec Richard, Gemma Blackledge

This report sets out the findings from a study into the motivators and barriers to participation in workplace learning by low skilled workers. It identifies intrinsic and extrinsic factors that act as both motivators and barriers to individuals participation in workplace learning; measures employees' levels and effects of self-efficacy and

expectancy (and linked measures of psychological openness to learning); and implements a stated preference based choice experiment methodology (and identifies the potential for wider use of this technique with other employers and employees).

<http://www.napier.ac.uk/employmentresearchinstitute/projects/Pages/Identifyingthebarriersanddriversofengagementinworkplacelearningforlowerskilledemployees.aspx>



Dr Valerie Egdell was part of the research team on this project.

**Youth Employability Programmes:
Desk Based Review**



Funding: Skills Development Scotland

Duration: March 2012

Research Team: Dr Valerie Egdell, Dr Emma Hollywood, Prof Ronald McQuaid

The overall aim of this review is to examine employability programmes aimed at young people (16-19 years) across the UK (excluding Scotland) and internationally with specific objectives to: provide a summary of employability programmes, outlining how they operate, who can participate, the governance and funding sources; define what is measured across each of the programmes, focusing on achievement levels and identify 'typical' achievement rates; outline benchmark achievement rates; identify any key elements that are common to all employability programmes, as well as areas where there are important differences; develop a list of key criteria that make a 'good employability programme' as evidenced from the review findings, including management of the trainee and type of training; and outline examples of best practice,

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providing any case studies where available.

<http://www.skillsdevelopmentscotland.co.uk/media/1032315/spotlight%20article%20may%202012.pdf>

Health and wellbeing of employees in employee owned businesses



Funding: EOA and John Lewis Partnership

Duration: 2011- 2012

Research Team: Prof Ronald McQuaid, Dr Emma Hollywood, Dr Jesus Canduela, Dr Matthew Dutton, Sue Bond, Alec Richard, Gemma Blackledge

This project is focussed on examining the relationship between employee ownership and the levels of health and wellbeing of employees. It is intended that this research will build on the current body of research on the John Lewis Partnership which indicates the financial robustness of employee ownership of firms, including during the economic crisis, by:

- providing evidence on the benefits of improving health and wellbeing at work and beyond;
- linking into the work and health agenda;
- contributing to on-going debates on the benefits of employee ownership more widely.



Alec Richard conducted interviews for the project.

Increasing the Value Added on Non-Executive Directors in Private, Public and Third Sector Organisations



Funding: Edinburgh Napier University

Duration: April – July 2012

Research team: Prof Ronald McQuaid, Dr Eva Pocher, Dr Matthew Dutton

Funded by the Edinburgh Napier University Business School, in partnership with the Institute of Directors, the Commission for Ethical Standards in Public Life in Scotland and the Scottish Council for Voluntary Organisations, the research explores the contributions, skills, training opportunities and recruitment procedures of non-executive directors in boards of organisations in the public, private and third sector. Over 30 face to face interviews with directors along with over 200 online survey responses were involved to gain a detailed insight into the role of non-executives on Scottish boards.

Regionally Coherent Access and Employability Provision: Demand for Business and Management Skills in the Edinburgh Region Workforce – an investigation of employer needs



Funding: Edinburgh Napier University Business School

Duration: May 2012 – July 2012

Research Team: Prof Ronald McQuaid, Stephen McMurray, Dr Matthew Dutton, Alec Richard

This study explored what factors and attributes employers sought when recruiting graduates. Employers from the private, public, and third sector were interviewed. The study found that the factors they rated highest when recruiting graduates were: personal attitude, employability skills, and relevant work experience. The attributes employers most valued when recruiting graduates were; trustworthiness, reliability, motivation, and communication skills.

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Partnership Action for Continuing Employment (PACE) – delivery of early intervention



Funding: Scottish government
Duration: March – November 2011
Research Team: Prof Ronald McQuaid, Dr Matthew Dutton, Dr Valerie Egdell

This project was to help develop a future delivery model for the Partnership Action for Continuing Employment (PACE). A range of bodies were consulted and three main issues considered: Options for changing PACE boundaries from the status quo if appropriate; the role of PACE in early intervention services; the role of PACE in skills utilisation.

<http://www.scotland.gov.uk/Resource/Doc/239097/0122644.pdf>

Gamesanalytics Ltd - investigating customer profiles and interactions



Funding: Scottish Funding Council Innovation Voucher Scheme
Duration: July-November 2011
Research Team: Prof Robert Raeside, Prof Jessie Kennedy, Dr Martin Graham

The ERI and the IIDi were to conduct a study with Games analytics, a Games consultancy company, to determine how statistical models and computer visualisation might be used to increase revenue from computer games that involve inviting others to play.

Knowledge Transfer Partnership



Funding: Technology Strategy Board
Duration: April 2012 – March 2014
ERI Research Team: Prof Robert Raeside, Prof Jessie Kennedy
Partners: Games Analytics Ltd and the Institute for Informatics and Digital Information
KTP associate: Anusua Singh-Roy.

The aim of the project is to use statistical approaches and computer visualisation methods to facilitate business decision making regarding computer game design and incentivisation of players to promote retention and encourage micro purchasing and invitation of others into the games. Uniquely this project involves application and integration of conventional statistical approaches, computer visualisation and social network analysis and is at the frontier of large data analysis. Use is made of cloud computing and the R statistical computing system. Applications so far have been to both mission and community games such as Battlestar Galactica, E-Republic and Settlers.

Innovation Voucher Share with Institute for Informatics and Digital Innovation



Funding: Scottish Funding Council
Duration: August – September 2011
ERI Research Team: Prof Robert Raeside

The aim of the project is to undertake a feasibility study to apply statistical methods and computerised visualisation techniques to understand the behaviour of players of computer and Facebook games.

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Advanced Quantitative Methods Network (AQMeN)



Funder: ESRC

Duration: October 2010 – July 2012

ERI Research Team: Prof Robert Raeside

A collaborative project between seven Scottish Universities to promote and facilitate the development and use of advanced quantitative methods in social science in Scotland. The network develops material, hosts seminars and lectures, provides training for academics, research students and researchers in the public and third sectors. This is now in its final year of funding. The ERI has held training events at other universities and within Edinburgh Napier.

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International Projects

In 2011/2012 ERI has been involved in a number of European projects, developing successful partnerships with a range of renowned European Universities and successfully applying for EU funding. ERI aims to continue its involvement in research on the international arena and is open to cooperation with other research teams in the field of employment research in the following broad areas:

- Employment and employability
- Health and employability
- Ageing and quality of life
- Youth employability
- Training and skills
- 'Green' jobs
- Migration
- Public policies and governance
- Statistical Analysis

North Sea Supply Connect



www.northseasupplyconnect.eu/index.php

Funding: EU Interreg IVb initiative

Duration: October 2009 – September 2012

ERI Research Team: Dr Mike Pearson, Dr Ignazio Cabras, Dr Jesus Canduela, Prof Ronald McQuaid, Eddie Craig

North Sea Supply Connect aims to create better business opportunities for the many Small and Medium Sized businesses (SMEs) located in the North Sea region. The project focuses on the European supply markets and aims to set up supporting structures for SMEs to increase access to inter-regional supply markets in North Eastern Europe. The project's first endeavour is to set up virtual SME supply clusters that will help small and medium sized companies to navigate through the procurement processes of larger Original Equipment Manufacturers (OEMs) such as private companies and public authorities as well as institutions such as municipalities, hospitals and schools.

The North Sea Supply Connect Project runs jointly with the Baltic Supply project bringing together 29 partners from 12 countries. The role of the Employment Research Institute is to research the key clusters of industries to improve trans-regional

supply chain connectivity of SMEs and OEMs.

<http://www.napier.ac.uk/employmentresearchinstitute/projects/Pages/NorthSeaSupplyConnect.aspx>



Dr Mike Pearson was the leading expert on the project.

University Recognition of Prior Learning Centres – Bridging Higher Education with Vocational Education and Training



Education and Culture DG

Lifelong Learning Programme

Funding: EU Leonardo Programme, Transfer of Innovation (2011-13)

Research Team: Led by Jamie Brogan (Edinburgh Napier University)

ERI staff: Dr Marina Shapira and Prof Ronald McQuaid

This study is intended to present a cross-country analysis whose aim is to consider recognised prior learning validation not only from a national perspective but also from an organisational and individual perspective. Key issues such as quality assurance and practitioner profiles, the number of people who have benefited from validation and / or the number of qualifications awarded for example are also covered in most European countries.

<http://www.napier.ac.uk/employmentresearchinstitute/projects/Pages/PriorLearningCentres.aspx>

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Social Experimentation for Active Ageing



Funding: European Commission (PROGRESS) through LUDEN (the Local Urban Development European Network)

Duration: May 2010 - December 2011

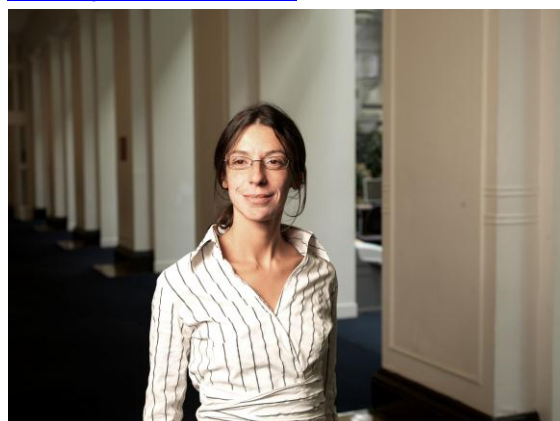
Participating Countries: Czech Republic, Slovenia and United Kingdom

Research Team (Edinburgh Napier University): Vanesa Fuertes, Prof Ronald McQuaid, Dr Valerie Egdell, Dr Emma Hollywood

The overall aim of this project was to address the social needs of older people by seeking to improve social policy in relation to the social and economic activation of older people who are not being reached by current policy measures. The objective is to undertake four pilot social experimentation action research evaluation based small scale interventions in four locations in 3 member states (Prague, Czech Republic); Edinburgh (semi-independent region of Scotland), Maribor (Slovenia) and Herefordshire (UK) to generate possible improvements to current policy.

The project in Edinburgh was carried out in partnership with the Edinburgh Chamber of Commerce and the City of Edinburgh Council.

www.gec-eran.org/projects/SEFAA/sefaa_index.htm
www.napier.ac.uk/employmentresearchinstitute/projects/Pages/SocialExp.aspx



Vanesa Fuertes collected data for the Scottish component of the project.

LOCALISE: Local Worlds of Social Cohesion - the local dimensions of integrated Social and Employment policies



www.localise-research.eu

Funding: European Commission 7th Framework Programme

Duration: July 2011 - 2014

Research Team: Prof Ronald McQuaid, Vanesa Fuertes, Dr Matthew Dutton (in partnership with research institutes from five other EU states)

Participating institutions: CETRO, Oldenburg (DE); ENU, Edinburgh (UK); PAM, Milan Bocconi University (IT); ISUW, Warsaw (PL); SCORE, Stockholm (SE); CED, Bordeaux (FR).

The focus of LOCALISE is to analyse in detail the organisational integration of social and employment policies at the local level and its regional, national and European context as well as its impact on the beneficiaries.

LOCALISE brings together researchers and stakeholders from six European countries: Germany, Italy, France, the United Kingdom, Sweden, and Poland. The project is structured in a framework of six contextual work packages. In the first part of the project, the research group analyses how European programmes, national governance patterns and the regional socioeconomic context affect the local governance of social cohesion. Proceeding to the main part of the project, the LOCALISE team then studies in-depth how 18 local entities in six European countries cope with the challenges of an integrated social cohesion policy. Finally, the individual effects of integrated social cohesion policies on long-term unemployed and otherwise disadvantaged groups are assessed by the research team.

<http://www.napier.ac.uk/employmentresearchinstitute/projects/Pages/LocaliseEU.aspx>

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Making Capabilities Work "WorkAble"



<http://workable-eu.org/>

Funding: European Commission 7th Framework

Duration: October 2009 - October 2012

ERI Research Team: Prof Ronald McQuaid, Dr Emma Hollywood, Dr Valerie Egdell, Prof Robert Raeside, Dr Helen Graham (in partnership with research institutes from nine other European countries)

Participating institutions: ERI researchers are working with partners in 12 other institutes across the EU: Bielefeld University (DE); Adam Mickiewicz University and University of Warsaw (PL); Università degli Studi di Milano-Bicocca and University of Pavia (IT); Céreq, Marseille/Bordeaux, Aarhus University (FR); Working Life Research Centre, Vienna (AT); University of Applied Sciences Western Switzerland, Lausanne (CH); University of Gothenburg and Umeå University (SE); BBJ Brussels (BE),

The project scrutinises strategies to enhance the capabilities of young people to actively shape their personal and work lives in knowledge societies and cope with today's economic, cultural, demographic and technological challenges. Bridging quantitative and qualitative methods, WorkAble assesses the potential of innovative European strategies for dealing with local labour-market demands and regional inequalities. The Capabilities Approach is applied as a common heuristic framework.

<http://www.napier.ac.uk/employmentresearchinstitute/projects/Pages/MakingCapabilitiesWork-WorkAble.aspx>



Dr Emma Hollywood was the lead researcher on the project. She also took part in shooting a film about youth unemployed in Scotland.

Healthy Learning in SMEs



Education and Culture DG

Lifelong Learning Programme

Funding: Leonardo da Vinci - Transfer of Innovation (EU Funding)

Duration: December 2011 - December 2013

ERI Research Team (ERI): Dr Matthew Dutton, Prof Ronald McQuaid

Participating Institutions: Deutsche Angestellten Akademie Berlin Brandenburg-West project coordinator, and KOWA association (DE); Pixel Associazione (IT); University of Information Technology and Management in Rzeszow, C.I.D.Af - Innovation and Business Development Center (RO); Makro Management Development and Consulting Limited Company (TR); Edinburgh Napier University (UK)

The project involves 6 EU partners working on a Lifelong Learning Programme as part of the Leonardo – Transfer of Innovation funding stream. The aim of the project is to raise awareness among SMEs of the importance of a healthy learning environment for employees, including the conditions, which should be met in a workplace environment that supports health and learning, and to help them in the implementation of such an environment. The ERI will be working with SMEs across Scotland to engage them in this programme.

<http://www.napier.ac.uk/employmentresearchinstitute/projects/Pages/HealthyLearninginSMEs.aspx>

Bahrain Labour Market Project

Funding: Bahrain Polytechnic

Duration: January 2012 - December 2012

Research Team (ERI): Prof Ronald McQuaid

During this project, in collaboration with Bahrain Polytechnic (BP), the ERI has engaged in a joint research project to identify gaps in labour market information in Bahrain, which the Polytechnic might have a role in helping fill. This is a pilot to assist the Polytechnic (and other providers) to offer appropriate programmes that meet the needs of the labour market as the economy grows and diversifies

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ERI Research Seminars 2011-2012

Jan Auernhammer, School of Management, Edinburgh Napier University, "A system perspective of creativity and innovation in organisations: An investigation of a large German Automotive Manufacturer with a long tradition in innovation."

Jane Watters, Scottish Enterprise, "The role of Enterprise Europe Network within the sustainable energy sector"

Stephen Hincks, Centre for Urban Policy Studies - University of Manchester, "Towards a Multifaceted View of Neighbourhood Change"

Ignazio Cabras, The York Management School - University of York, "The importance of pubs in enhancing community cohesion and socio-economic activities in rural and remote areas of Britain"

Vanessa Fuertes, Employment Research Institute, Edinburgh Napier University, "Active Ageing - Extending Good Practice on Age Management Policies and Practices in Small and Medium Sized Companies and Organisations"

Lars-Erik Öller and Alex Teterukovsky, Stockholm University and Insurance Company If, "Quantifying the quality of macroeconomic variables"

Lisa Whittaker, University of Stirling and The Prince's Trust Scotland, "The Relationship

between Young People and Employers"

Kendra Strauss, University of Glasgow, "Flexible Work, Flexible Pensions: Labor Market Change and the Evolution of Retirement Savings"

Etienne Nel, Department of Geography, Otago University, New Zealand, "Small Towns: Demographic Change and the Second Modernity: Reflections on South African and New Zealand experience"

Beverley A Searle, Centre for Housing Research, University of St-Andrews, "Housing and the new 'wealth-fare' state"

John Wyld, Staffordshire University Business School, Staffordshire University, "Can an economy with an Islamic banking system have asset price bubbles?"

David Erdal, Hon. Senior Research Fellow in the University of St Andrews' School of Management, "Working in an Environment of Shared Information, Power and Wealth Is Good For You and Your Community"

Matt Flynn, Middlesex University Business School, "Capabilities Approach and Retirement Transitions"

Examples of 'In the Media'

Skills Development Scotland publishes ERI report on youth unemployment, May 2012, <http://www.skillsdevelopmentscotland.co.uk/media/1032315/spotlight%20article%20may%202012.pdf>

Scottish Government publishes ERI report on Third Sector, 22 February 2012, <http://www.scotland.gov.uk/Publications/2012/02/6320>

UK Commission for Employment and Skills publishes ERI report on low skilled employees in workplace learning, March 2012, http://www.ukces.org.uk/publications/er43-engaging-low-skilled-employees-in-workplace-learning?Ref=email&dm_i=2CU,PQOD,5RUPXP,22PN8,1

BBC TV Sunday Politics Scotland, 18 March 2012; *Edinburgh Evening News*, March 27, 2012

'Christmas leavers await the bleak midwinter', *Times Educational Supplement Scotland*, 16/12/11, pp. 12-15

'SNP comes under fire for £60bn spending 'wish-list'', *Scotsman*, 7/12/11

'Keep some perspective, let's compare like with like - Analysis', *Scotsman*, 29/9/11

Review of Financial Capability Training Resources, July 2011, http://www.educationscotland.gov.uk/resources/r/genericresource_tcm4685082.asp

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Other ERI News

Teaching and PhD Supervision

During the last academic year ERI staff have continued their involvement in teaching and supervising PhD research projects. Prof Robert Raeside is currently supervising 2 PhD students in Health Faculty and 5 PhD students in the Business School. He is also an External Supervisor of the one PhD student at the University of Loughborough. In the last year 2 of his students have completed their degrees:

- Nadia Mohammed, PhD, thesis "Technology Convergence and Interactive Television"
- MD Mohsin, MRes, thesis "Motivations of Highly Skilled Bangladeshi Migrants to the UK"

Mike Pearson carried out joint supervision of Claire Seaman for her DBA which was awarded in 2011.

Input to teaching has been an important part of ERI activity and included input to DBA and Research student training in Edinburgh Napier Business School and to the Health Faculty. Seminars were delivered under the auspices of AQMeN. Teaching was delivered in Switzerland on the MSc Investment Promotion and Economic Development on Research Methods. ERASMUS teaching was delivered to students on International Marketing Programme at the University of Applied Sciences in Munich. Prof Robert Raeside was also an External Examiner to Edinburgh University, University of Middlesex and the University of Abertay.

Staff also contributed to under-graduate and post-graduate courses including: Market Analysis; MSc Marketing; AQMeN and Health faculty statistics training; Post-graduate diploma in Careers Guidance and Development.

Conferences and Events

ERI (lead by Drs Mike Pearson and Jesus Canduela) hosted a major North Sea Supply Connect Conference at Craighouse for almost 100 international participants on alternative energy sources. The ERI team also organised the Steering group seminar for participants from 14 EU countries and an Exchange event for the EU North Sea Supply Connect project on the 20-21 March 2012 that involved academics, industries and the third sector from the UK and abroad.

Professor Robert Raeside is a co-organiser to the 54th Annual Operational Research Conference to be held in Edinburgh 4th to 6th September 2012.

Mike Pearson presented at the 8th UKSNA Conference that took place on 27th-30th of June, 2012. His presentation was entitled "Brokerage in European Technical Innovation Networks".

Funding Projects

The Royal Society of Edinburgh has awarded ERI with the International Travel Grant for Dr Kaberi Gayen to visit Scotland to present seminars

on Social Network Analysis and Development in November 2012. Seminars were presented to research groups at Edinburgh, Dundee and St Andrews Universities.



Dr Kaberi Gayen

PhD Projects

Two ERI staff have been accepted onto Doctorate Programmes in Edinburgh Napier University in 2012: in her PhD project Vanesa Fuertes will be looking at integration of employment and social policies at local level; Nina Loginova will be investigating issues connected with wellbeing of highly skilled migrants in the UK in the course of her PhD research.

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ERI Staff News

ERI Team 2011-2012

*Professor Ronald McQuaid
Professor Robert Raeside
Sue Bond
Dr Emma Hollywood
Dr Mike Pearson
Vanessa Furtres
Dr Matthew Dutton
Alec Richard
Dr Jesus Canduela
Dr Valerie Egdell
Nina Loginova*

Arriving during the year:

*Dr Marina Shapira; Dr Tao Chen; Dr Helen Graham;
Dr Eva Pocher; Stephen McMurray*

Departing during the year:

*Sue Bond; Gemma Blackledge; Victoria Lawford;
Stephen McMurray*

Dr Emma Hollywood has been seconded to Skills Development Scotland for 12 months. We are looking to welcome Emma back at the end of her secondment next year.

Sue Bond has left ERI after over 12 years of dedicated service. Sue was one of the first researchers who started in ERI and has delivered excellent work throughout her career in the Institute. She has moved on to Heriot-Watt University to start a full time PhD course.

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Selected Publications August 2011 to July 2012

Al-Dairi, A. (Bahrain Polytechnic, Bahrain), McQuaid, R. and Adams, J. (British University, Cairo, Egypt) (2012) 'Entrepreneurship training to promote start-ups and innovation in Bahrain', *International Journal of Innovation and Knowledge Management in Middle East & North Africa*, 1, 2, 179-210

Alvarez, J., Canduela, J. and Raeside, R. (2012) Knowledge Creation by Questionnaire, *Journal of Clinical Nursing*

Cabras, I., Canduela, J. and Raeside R. (2012) The relation of village and rural pubs with community life and peoples well-being in Great Britain, *German Journal of Agricultural economics*

Canduela, J., Dutton, M., Johnston, S., Lindsay, C., McQuaid, R.W. and Raeside, R. (2012) 'Ageing, Skills and Participation in Work-Related Training in Britain: Assessing the Position of Older Workers', *Work, Employment and Society*, 26.1, 42-60.

Darby, P., M. Quddus, M., Murray, W., Ison, S. and Raeside, R. (2011) Evaluating Fleet Road Safety Interventions: A clustering Approach, *Proceedings of the 90th TRB Conference*, Washington DC

Darby, P., Ison, S, Quddus, M., Murray, W. and Raeside, R. (2011) Evaluation of Fleet Road Safety Interventions, *Proceedings of UTSG*, Plymouth

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Egdell, V (2012). 'Who cares? Managing obligation and responsibility across the changing landscapes of informal dementia care'. *Ageing & Society*

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Editorial contributions

Editorial board include: Professor Raeside: Editorial Board Member for the *International Journal of Revenue and Pricing Management*; Editorial Board Member for the *Journal of Applied Probability and Statistics*

Professor McQuaid: Editorial Board Member for *Education + Training*; *World Review of Science, Technology and Sustainable Development*; *World Review of Entrepreneurship, Management and Sustainable Development*. A guest editor *Research in Transportation Economics* on Gender and transport: Transaction costs, competing claims and transport policy gaps issue, Vol. 28 (2012)

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