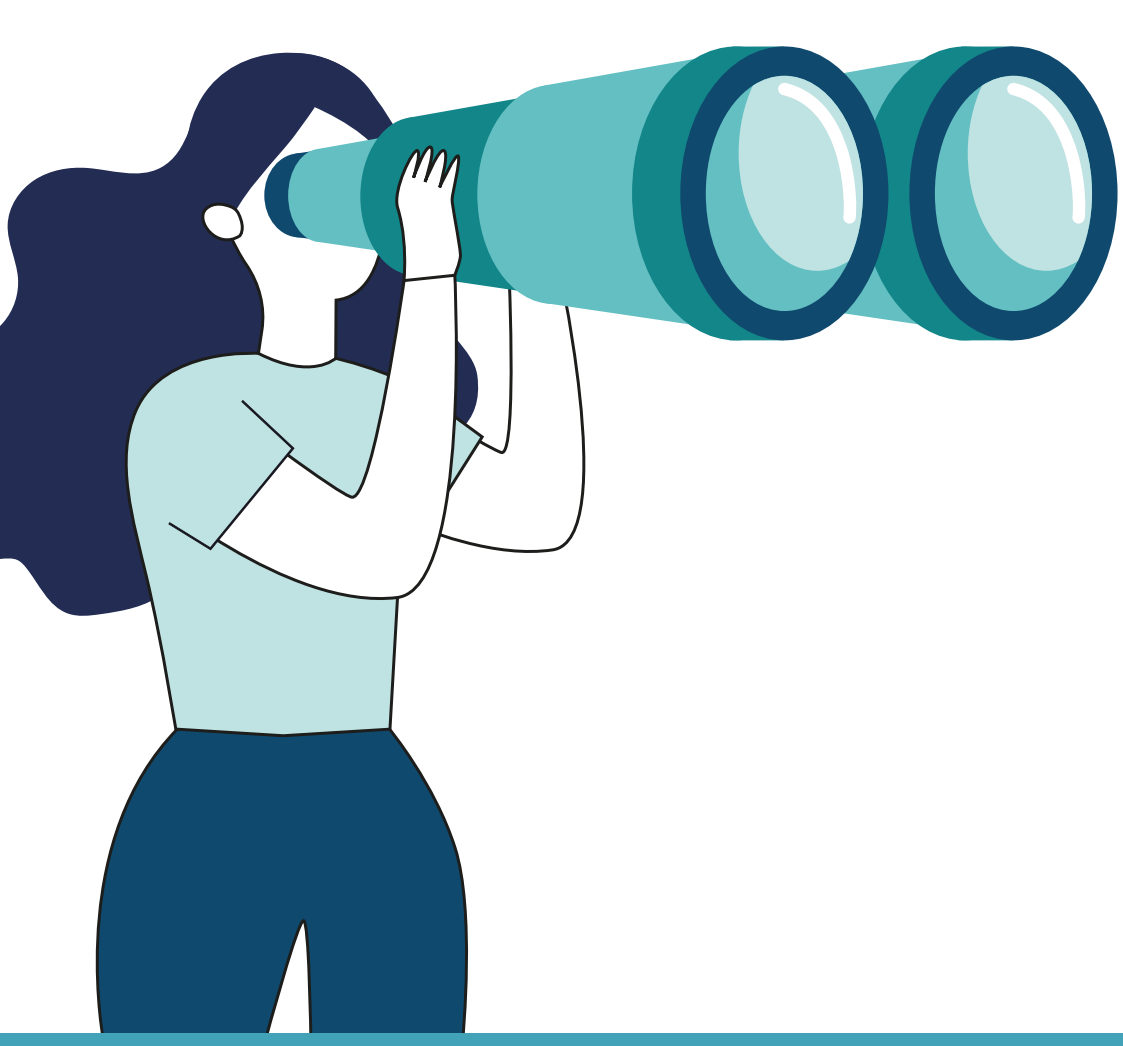


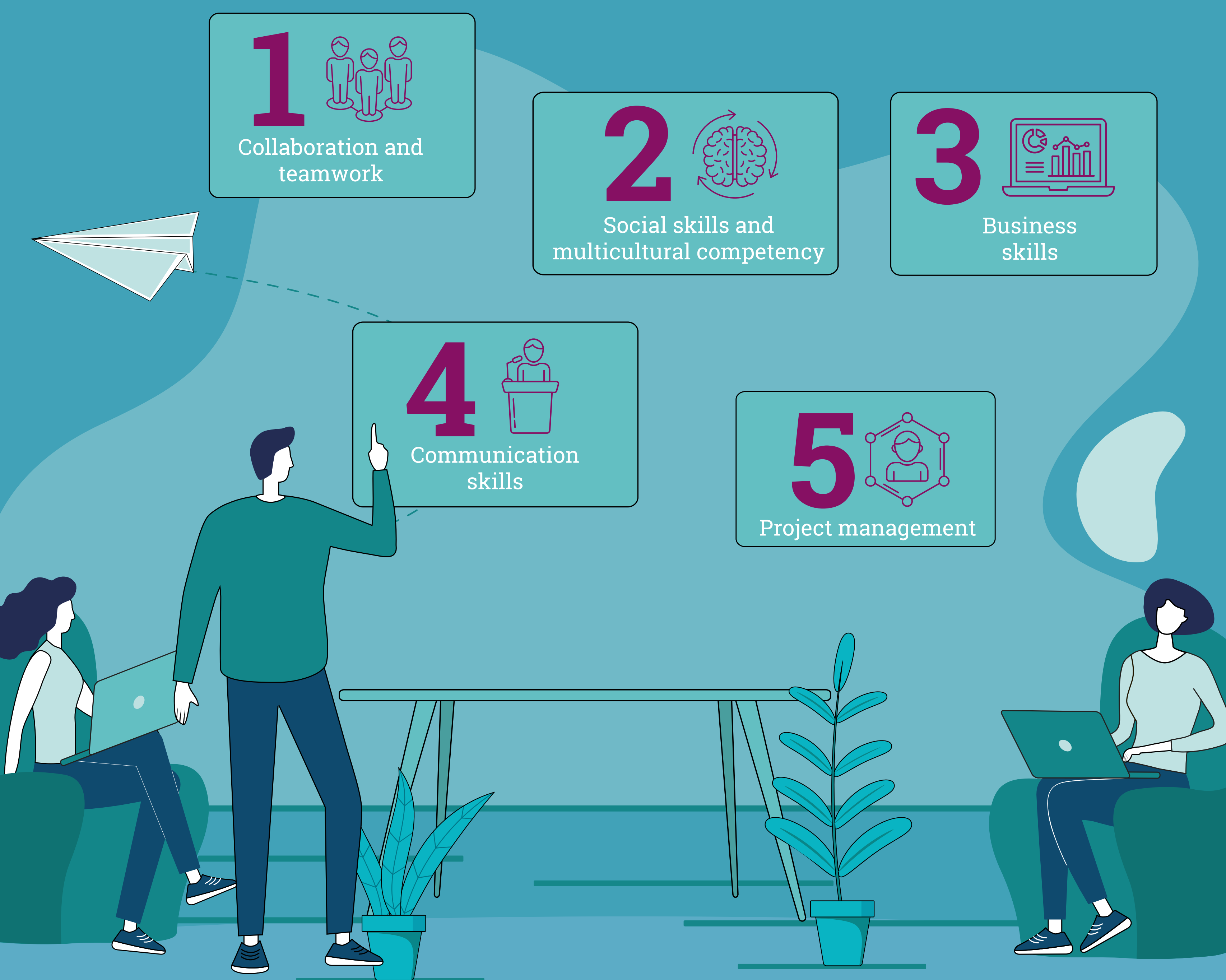
Gaining insight into transferable skills



Perspectives from doctorate holders
and non-academic employers



Which transferable skills do the doctorate holders perceive they have not acquired but must nevertheless use in their workplace?



What are the skills employers look for in candidates for a position that could be occupied by a doctorate holder?

What is the level of satisfaction of employers with the skills of doctorate holders?



How should early-career researchers be supported in the development of transferable skills?

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- Structurally integrate transferable-skills training** into doctoral education
 - Pay particular attention to **"collaboration and teamwork"** and **"project management"**
 - Reinforce collaborations** between universities and non-academic sectors
 - Reinforce transferable-skills training**
 - Give time to early career researchers for **career development activities**

The full report detailing the analyses of this document can be found at http://www.observatoire.frs-fnrs.be/_media/report.employers.1.pdf

Based on the perspectives of 2,055 doctorate holders and 614 non-academic employers, our primary aim was to analyse whether or not the doctorate holders in our sample were equipped with the skills they needed once they entered the labour market.

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