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

- Collaboration and teamwork: 98.2%
- Scientific and technical expertise: 80.2%
- Creativity and innovation: 88.9%
- Project management: 72.1%
- Research skills and methods: 94.5%
- Initiative and autonomy: 88.0%
- Critical and analytical thinking: 92.5%

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

1. Collaboration and teamwork
2. Scientific and technical expertise
3. Creativity and innovation
4. Project management
5. Research skills and methods
6. Initiative and autonomy
7. Critical and analytical thinking

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

1. Collaboration and teamwork: 98.2%
2. Scientific and technical expertise: 80.2%
3. Creativity and innovation: 88.9%
4. Project management: 72.1%
5. Research skills and methods: 94.5%
6. Initiative and autonomy: 88.0%
7. Critical and analytical thinking: 92.5%

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

1. Structurally integrate transferable-skills training into doctoral education
2. Pay particular attention to “collaboration and teamwork” and “project management”
3. Reinforce collaborations between universities and non-academic sectors
4. Reinforce transferable-skills training
5. 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.