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?

- Scientific and technical expertise: 98.2%
- Collaboration and teamwork: 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?

- Business skills: 3
- Communication skills: 4
- Social skills and multicultural competency: 2
- Project management: 5

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

- 1 98.2%
- 2 80.2%
- 3 88.9%
- 4 72.1%
- 5 94.5%
- 6 88.0%
- 7 92.5%

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

- 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.