



**EUPIDE 2008:
Enterprise-University Partnership in Doctoral Education
12- 13 June**

**Parallel session 1
How to develop generic skills: developing awareness of skills**



PhDs employability: a multi sided issue...

Labour market, skills/competences, professional project, recruitment

- ✓ **Nature of the labour market itself**
- ✓ **Knowledge of labour market by candidates**
- ✓ **Mutual representations (academia vs private world)**
- ✓ **New skills/competences requirements**
- ✓ **Professional project**
- ✓ **Recruitment procedures and businesses' culture**

PhDs employability: a multi sided issue.....

Mutual representations and knowledge

Early Stage Researchers (and academic staff)

- ⇒ rather poor knowledge on careers opportunities in companies if not rather poor knowledge on companies

- ⇒ lack of awareness about the skills/competences
 - which are **needed to hold** on highly **qualified/executive positions** in companies and more widely in organizations
 - that could/should be **acquired through** the management of an innovative **research** project but also all along the **educational path** and **personal life**

PhDs employability: a multi sided issue...

Mutual representations and knowledge

Companies (Organizations)

- ⇒ Rather poor awareness on changes that occurred in the academic world in terms of culture, competition and efficiency
- ⇒ Rather poor awareness about the skills/competences which could/should be developed through educational training
- ⇒ In France specifically, companies usually managed with an engineer culture rather than a research and innovation one (among « researchers » only 12% have a PhD)

PhDs employability: a multi sided issue...

Mutual representations and knowledge

Applicants

- ⇒ Poor awareness of companies/organizations needs
- ⇒ Poor awareness of their own skills/competences/potential/motivation
- ⇒ Often no real/considered professionnall project
- ⇒ Not well prepared for job seeking and recruitment procedures



The Doctoral Training Policy at UPMC

The Doctoral Training Policy of UPMC

More than 3700 doctoral candidates in hard sciences

About 800 PhDs awarded per year

=

About 10% of the national “production”



A great responsibility !

The Doctoral Training Policy of UPMC

- ✓ French Concept of “Doctoral School”
 - gathering of research teams + pedagogical board
 - missions and responsibilities defined by law among which:
 - ⇒ training optimizing professional integration
 - ⇒ career follow up
- ✓ The Doctoral Training Policy at UPMC
 - edicted very early and considered as pioneer in France
 - integrates the requirements of the national law
 - extended to the Salzburg Principles and to the European Charter



The Institute of Doctoral Training

The Doctoral Training Policy of UPMC

- ✓ The Institute of Doctoral Training (IDT)
 - a general service for the 20 doctoral schools (3700 doctoral candidates)
 - managed by a council representing all actors involved in DT
 - implements the policy of the university presidency
 - pools means and resources
 - fosters and diffuses good practices
 - promotes the added value of doctoral training



Four departments

Administration, Indicators, Admissions

+

Training and careers development and follow up

The Doctoral Training Policy of UPMC

The IDT's Training and Career Department: the House of doctoral schools

Events

- Meetings with companies and businesses
- Conferences



Training

plenary sessions and workshops

- Communication Management
- Intellectual property and entrepreneurship
- Professional project
- Skills development and analysis
- Job seeking tools...



Careers Library

- Job advertisements
- Books and Internet
- The Press

Personal counseling and follow up

The Doctoral Training Policy of UPMC

Principles and procedures

Doctoral candidates benefit from of a diversified training offer covering scientific and generic topics.

- Technical and subject specific trainings are provided by the doctoral schools
- More “generic” training (management, career development etc) are mainly proposed by the House of Doctoral Schools
- For this type of training:
 - No traditional courses but interactive workshop and seminars
 - No academic trainers but specialized consultants
- Doctoral candidates have to define – with their supervisor and doctoral school - their own Individual Training Plan to develop and serve their professional project

→ Doctoral candidates are well prepared to work in companies if they involve themselves in appropriate training and develop effectively their skills and their awareness

What kind of positions for doctors in the knowledge based society ?

Researchers are described by Frascati as:

“Professionals engaged in the conception or creation of new knowledge, products, processes, methods and systems, and in the management of the projects concerned.

The above mentioned definition covers professional activities related equally to ‘basic research’, ‘strategic research’, ‘applied research’, experimental development and transfer of knowledge including innovation and advisory capacities, depending upon whether the discovery or acquisition of knowledge is aimed at a particular application (either in industry or for social purposes) or not.”

Researchers in the European Research Area: one profession, multiple careers. Commission of the European communities. Brussels 18.7.2003 – COM(2003) 436 final, p.6

Skills and competences: what are we talking about ?

“A competence is more than just knowledge and skills. It involves the ability to meet complex demands, by drawing on and mobilizing psychosocial resources (including skills and attitudes) in a particular context.

For example, the ability to communicate effectively is a competence that may draw on an individual’s knowledge of language, practical IT skills and attitudes towards those with whom he or she is communicating”.

OECD 2005: The definition and selection of key competencies. Executive Summary, p. 4;
<http://www.oecd.org/dataoecd/47/61/35070367.pdf> (28.06.2008)