



12-14 June 2019 | Brescia, Italy

# Doctorate holders in Germany

**85%** work outside of universities

**6%** work as professors

# Salzburg Principles 2005

“The core component of doctoral training is the advancement of knowledge through original research. At the same time it [...] must increasingly meet the needs of an employment market that is wider than academia.”

# Innovation potential is lost...

...when doctorate holders do not achieve employment that makes use of their skills and knowledge.

# Intersectoral mobility

- facilitates knowledge exchange
- can act career enhancing

Barriers are

- financial losses
- career interruptions
- poorer prospects for professorships

# Germany: Employers recognize

- analytical thinking,
- specialist knowledge and methodological expertise,
- independent and structured ways of working,
- project management experience,
- perseverance, initiative, and
- a completely different view.

## UK: Employers value

- deep specialist subject knowledge,
- excellent research and analytical skills,
- the capacity for critical thinking, as well as
- the ability to bring fresh perspectives to problems or the organisation.

## Finland: Doctorate holders report

- problem solving and critical thinking skills,
  - capacity for multisectoral/ -disciplinary collaboration,
  - understanding of scientific research and academia,
  - scientific content or substance,
  - managing large-scale projects,
  - contacts with researchers and other scientific players
- as important research-based abilities for their career.



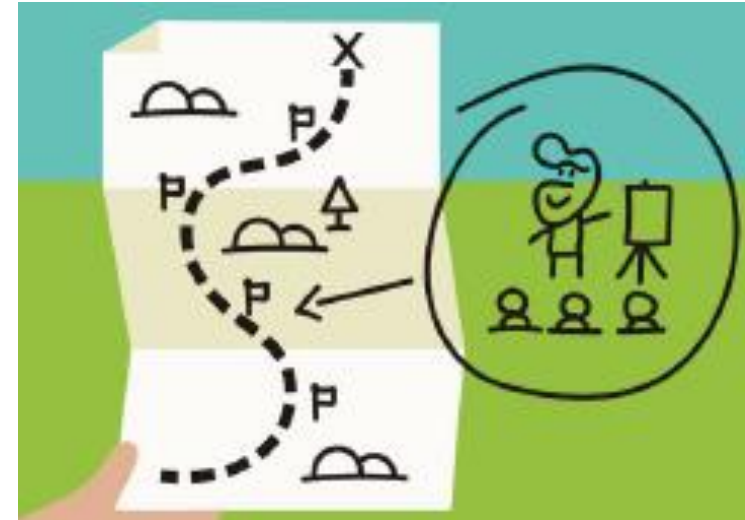
# Plan B? Plan I(ndustry)!

55% of doctoral students state at the beginning of their studies that they are aiming for a career in industry.

# Support at Freie Universität Berlin

Dahlem Research School offers

- professional development courses
- transfer and start-up workshops
- career information events
- career mentoring
- coaching



## Next steps?

- intersectoral mobility phase as part of doctoral studies
- career advice from supervisor
- input from employers in curriculum
- professional doctorates



