

# Stimulating and supporting intersectoral mobility during and after a PhD: From funding to competences

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KNOWLEDGE IN ACTION

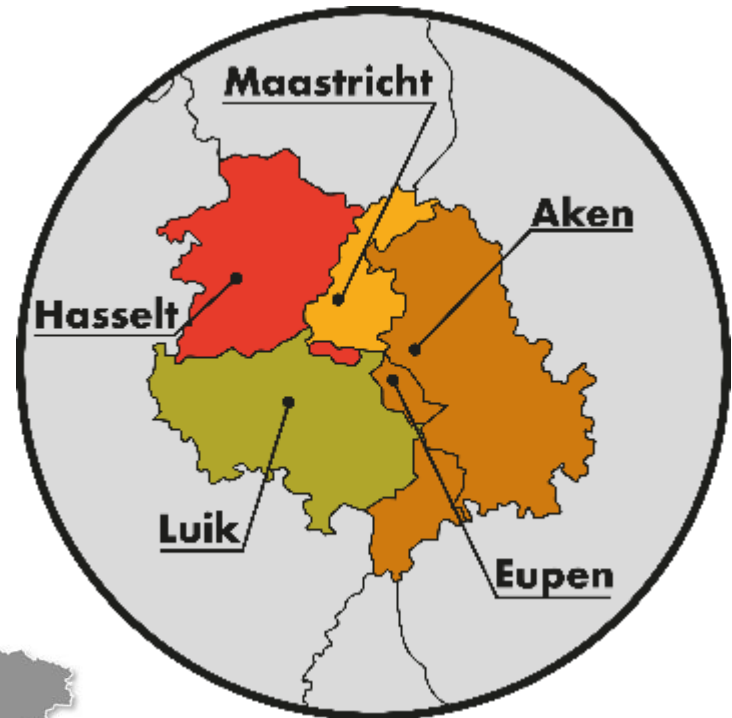
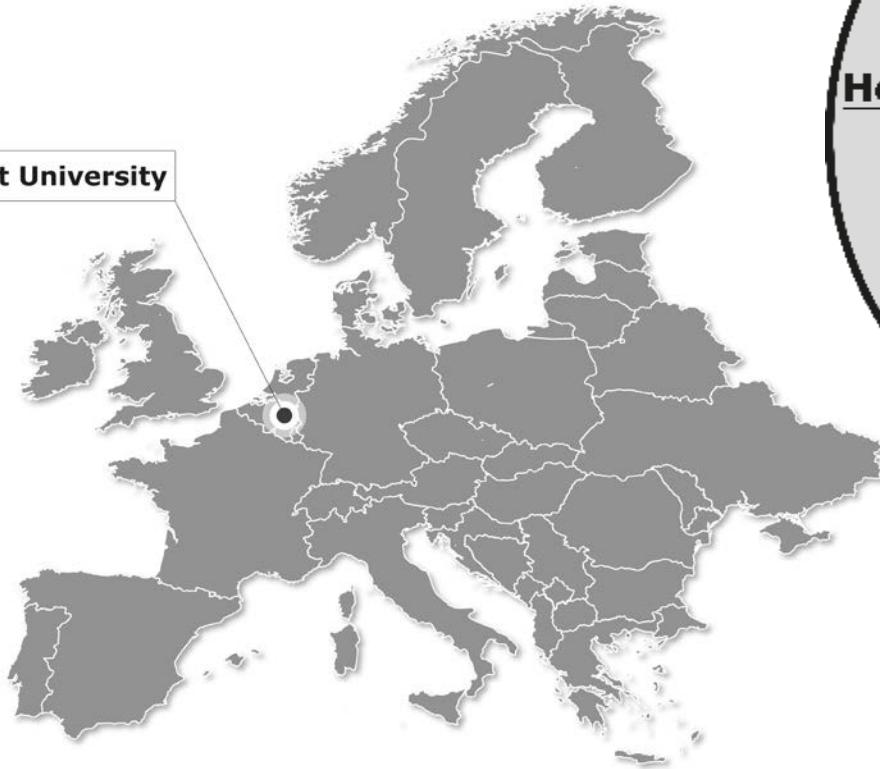
12th Annual Meeting of the EUA Council for Doctoral Education  
Brescia, 12-14 June 2019

# Overview

- Hasselt University
- Funding to stimulate intersectoral mobility
  - Civic PhDs
  - Mobility grants
- Career development of junior researchers
  - Doctoral schools
  - Mock job interview
  - Competency framework

# Hasselt University - Belgium

 Hasselt University



# Hasselt University: facts

▶▶ 7 Faculties and 2 Schools

▶▶ 17 bachelor's degree programmes

▶▶ 24 master degree programmes (including 5 English-taught)

▶▶ 6261 students

▶▶ 4 research institutes

▶▶ 3 research centres

▶▶ 3 Doctoral Schools

▶▶ 616 PhD candidates

▶▶ Top 4% of the world's best universities (U-Multirank)

▶▶ 1.400 staffmembers

▶▶ 680+ international partners for research and education

▶▶ 2 campuses

# Civic university

- civic research
  - working together with and for society (non-academic partners)
  - creating an ecosystem
    - PhD candidates work in collaboration with social and/or economic actors
    - seek answers to (EU)regional and global challenges



# Funding to stimulate intersectoral mobility



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# GP 1: Civic PhD fund




# Civic PhD fund

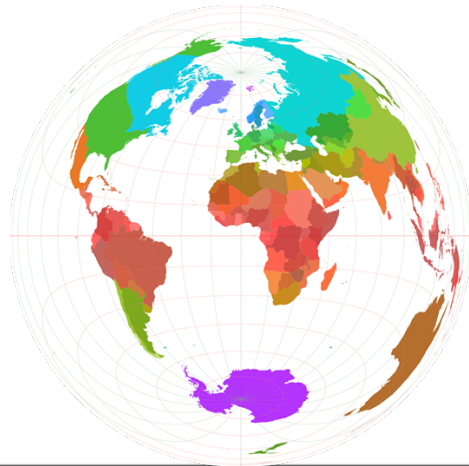
- what?
  - PhD finality
  - co-funding of projects (50-50)
  - collaboration with social or economic partners
  - complements other funding programmes
- applicants
  - academic supervisor (supervisor of the PhD)
  - non-academic project leader
- aim: lower threshold & stimulate reflex
- budget 2019 (pilot): 4 projects (each 4 years)



# Social and/or economic partners

- **enterprises** (including SMEs, non-profit organisations, multinationals,...)
- **public services** (including VDAB, courts,...)
- **civil society** (including NGOs, trade unions,...)
- **hospitals**

 collaboration with **research institutions** and **academic partners** ONLY possible if there is another social or economic party involved



**Both national  
and  
international**

# Selection criteria (a)

- the **collaboration**:
  - the **relevance** of the expertise of the partner
  - **added value** of the collaboration for both parties
  - **sustainability** of the cooperation (duration)
    - new collaboration
    - existing collaboration



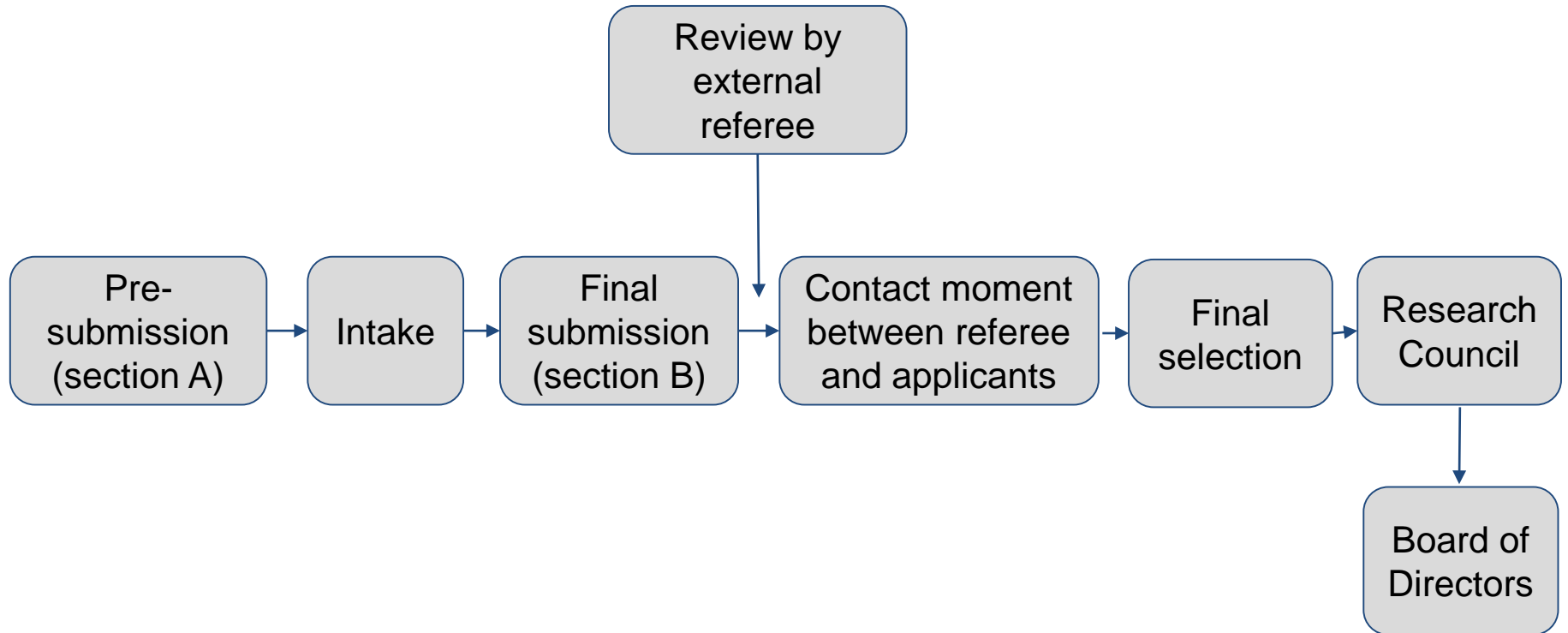
picture by abeldb from the Noun Project

# Selection criteria (b)

- **project** evaluation
  - **scientific** quality, challenge & innovation
  - **approach & feasibility**
  - **follow-up of advice** pre-submission to apply for external funding.
  - **added value** for both partners
    - indicating economic/societal/social relevance/output



# Procedure



## GP 2: Intersectoral mobility funding



- individual mobility grants (€ 500 / € 1.000)
  - summer schools & research stays
- 2 calls / academic year

# Career development of junior researchers



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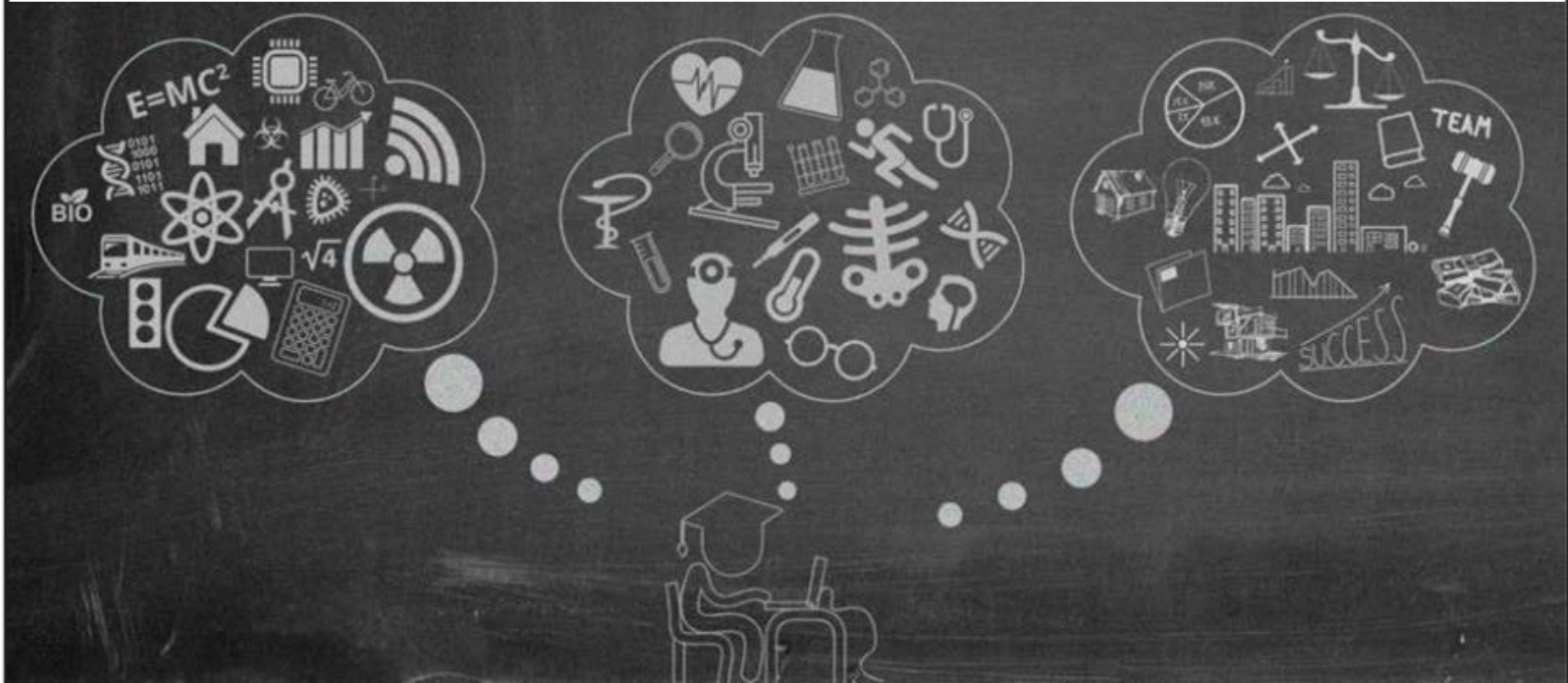
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# Hasselt University: 3 doctoral schools

Sciences  
& Technology

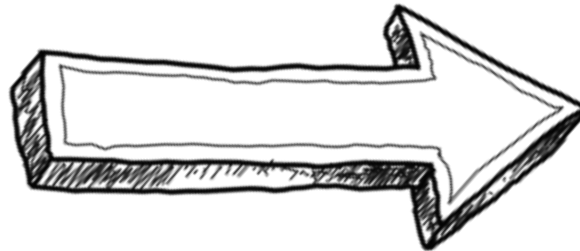
Health  
& Life Sciences

Behavioral Sciences  
& Humanities



# Mission?

*“train excellent, internationally oriented  
research professionals  
who are broadly employable,  
both in and outside academia”*





# How?

- Flemish government
- co-funded by Hasselt University
- **support of young researchers**
  - training in both discipline-specific and transferable skills
  - career development
  - international mobility
  - *in collaboration with other universities*

# Two sides to every coin

## *non-academic sector*



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"Your MBA and PhD degrees are impressive but what concerns me is your low number of Facebook friends."

search ID: aban593

## *PhD holders*

- lots of skills / competences, but don't always see these themselves
  - used to communicate about themselves in function of their research topic
  - like what they are doing and think (too) little about what *else* they might like doing
- **difficulty selling themselves**

intersectoral  
collaboration  
**DURING PhD**

*research-  
focused*

*career-  
focused*

successful  
intersectoral  
mobility  
**AFTER PhD**

# Career development

- **different types of activities**
  - testimonials
  - career coaching
  - informative workshops
  - mentoring
  - mock job interview
  - ...
- **competency framework**



## GP 3: Mock job interview



# PhD 2.0: What's next?

- **workshop:** introduce yourself at job interview
  - designing & rehearsing elevator pitch
- **panel session**
  - non-academic panel  
*(HR-)representatives from industry, hospitals, government & employment agencies*
  - job interview setting: pitch + questions
  - feedback
- **networking reception**
  - talk informally
  - CVs handed to all panel members



# GP 4: Competency framework

<https://www.uhasselt.be/competency-framework-for-PhD-holders.html>



- *broadening junior researchers' field of vision and helping them to find the right words*
- *providing focus*

# (a) Competency overview

= (non-exhaustive) list of competences that *may* be (further) developed during a PhD

## 50 competences in 5 categories

- academic competences
- intellectual competences
- task-orientedness
- personal effectiveness
- interpersonal competences

research-related / technical  
knowledge and skills

behavioral competences

➤ ***behaviorally oriented definitions***

➤ *inspired by existing academic and non-academic competency lists*







## (b) Competency profile

= list of competences one is *expected* to master by the end of a PhD

- **selection** from competency overview
- **input** of a wide range of stakeholders
  - PhD students, postdocs, professors
  - (HR) representatives from industry, hospitals, government & various employment agencies
- **better grasp of the skills valued and required by academic and non-academic employers**



# Ultimate goal?

- ✓ **better chances on labour market due to:**
  - broadening of horizon
  - enhanced self-knowledge  
insight in own possibilities & ambitions
    - *more* than only research-oriented competences
  - more focused job search
  - better able to sell oneself
  
- ✓ **bridge (part of the) gap** between university and non-academic sectors



# Questions? Remarks? Thoughts?

- *How can we stimulate our PhD candidates to maximize their benefit from these initiatives?*
- *How can we create awareness among all academic partners - including professors - that intersectoral mobility is important both at the individual and institutional level?*

# Thank you for your attention

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