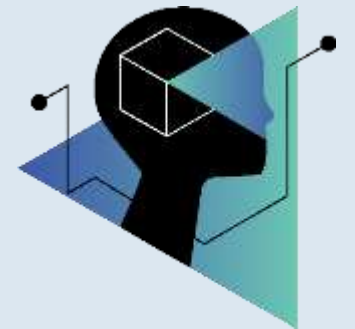


Collecting data from the external labour market through an interuniversity PhD talent advisory board

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PHARMACEUTICAL COMPANY

Short distances between Flemish universities facilitate interuniversity collaborations



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Ringfenced OJO funding from the Flemish Government has been a catalyst for interuniversity collaboration

OJO: “Support for Young Researchers”

Since 2011, currently 6,2M€/year (~15,000 Phds/postdocs)

Four focus points:

- Training & Education
- International Mobility
- Career Guidance
- **35% for interuniversity initiatives**



The SEP facilitates dialogue between academia and non-academic stakeholders in a **sustainable** and **actionable** way



Stakeholder Engagement Panel



5 Flemish
universities



Labour
market

Stakeholder Engagement Panel

PhD researchers
Postdocs



Other institutions
Cluster organisations, Funding
bodies, employment agencies

Qualities of doctorate holders are estimated differently by different employer categories

	Group 1	Group 2	Group 3	Group 4
Data analysis	100%	100%	91%	91%
Problem Solving	100%	88%	89%	83%
Drive and Motivation	100%	84%	59%	74%
Project Management	83%	36%	70%	39%
Interpersonal Skills	67%	56%	39%	26%
Leadership	67%	28%	24%	17%
Commercial awareness	50%	20%	28%	22%
Overall	81%	59%	57%	50%

Employer categories

Group 1: actively target doctorates

Group 2: strong interest

Group 3: some interest, occasionally recruit

Group 4: no interest

Aim of the Stakeholders Engagement Panel:

Create **long-term & sustainable projects** that brings together the Flemish universities and the non-academic labour market

Develop and scale-up **labour market initiatives** of different kinds



The SEP has now evolved into three working groups



The PhD Talent Pool Advisory Board is the new body for more concrete dialogue about relevant topics

- 10 representatives from a broad set of employers

Education, Government, Consultancy, Bank/Insurance, Industry (Life Sciences, Engineering, General), HR/employment agencies, Entrepreneurship/Freelancers

- 4 meetings/year (2 in person, 2 online)

The SEP has already generated several tangible results

Tools:

- PhD Talent Pool Flanders
- Competences cards

Events:

- Co-organized Career fairs, Interactive Career Days
- PhD events organized by companies
- Job Shadowing



PHD TALENT
POOL FLANDERS



Job shadowing gives insight into the work routine of a professional and the skills and competencies needed to succeed

- Short (1-2 day) internship
- Preparatory training in advance
- Structured debrief for all participants
+ sharing experience on PhD talent pool



(<https://vlir.be/events/job-shadowing>)



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Conclusions and remaining challenges



Interuniversity collaboration to liaise with the external labour market is a win-win

The collaboration is only sustainable if it is actionable

Flanders is only half of Belgium; companies are often/mostly (inter)national

It is a challenge to reach the 'non-believers' (employers that are not aware/convinced of the added value of a PhD)