**EURAXIND - Careers Beyond Academia: An Horizon 2020 project examining researcher intersectoral mobility
May 2016 – May 2018**

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Researcher Education and Development Conference – 25th October 2018

EURAXIND – EURAXESS for industry

- ◦ Identify employers' and researchers' needs to support intersectoral mobility and collaboration

- ◦ Provide online resources to support institutional engagement with employers

- ◦ Encourage researchers to consider career and research opportunities within industry

- ◦ Attract more employers beyond academia to use EURAXESS services

euraxess
RESEARCHERS IN MOTION

Partners

- CRAC-Vitae, UK
- FECYT, Spain *
- FFG, Austria * #
- BZN, Hungary *
- SU, Bulgaria * #
- IP&D, Israel *
- NUFFIC, The Netherlands *

* BHO EURAXESS

NCP H2020

EURAXIND Core outcomes

- **Literature review**
  - Understanding researchers, employers and institution needs.

- **Four surveys**
  - EURAXESS Institutions (320 responses)
  - Researchers (994 responses)
  - Alumni (339 responses)
  - Employers (144 responses)

- **Employer engagement strategy**

- **Workshops for EURAXESS network and employers**

- **Development of a Toolkit for EURAXESS network**

- **Development of a Career Development Module for researchers**

Literature Review – researchers views and experiences

- Perception of researchers is that intersectoral mobility is low.

- More common in arts, social sciences and humanities (particularly moving into academia)

- Perceived as much less common that international mobility

- Few examples of multiple intersectoral moves

- More common when schemes are funded to enable it

- Little published research on researchers' experiences of intersectoral mobility

- From the little there is it seems that it is easier to move to and from the public sector than private sector

Literature Review – barriers to researchers

- Different cultures in academia and private sector mitigate against mobility including lack of understanding of skills developed by the other sector

- Different motivations provide barriers eg. private sector perceived as exploitative, whilst academia perceived as only interested in producing knowledge

- Perceptions of excellence differ

- Traditional academia views time in industry less favourably (eg. no papers published

- In academia, security of employment increases with length of experience and progression mitigating mobility by senior researchers

Literature Review – Institution Needs

- Institution engagement with industry is a priority

- There is still a need for practical actions in fostering the engagement of academia with industry.

- Possible national initiatives:
  - ✓ cross-sector collaborative programmes
  - ✓ targeted funding to develop individuals
  - ✓ overarching services and networks that help or advise researchers financial incentives for companies to employ doctoral graduates
  - ✓ innovative or exemplary projects and programmes

Literature Review – Employers Needs

"The voice of the business sector is rather difficult to detect in this literature"

- Limited involvement of industry in discussions on how all actors can best profit from intersectoral mobility; important to directly address the non-academic/business sector to identify their needs

- Importance of transferable skills for intersectoral mobility emphasized

- Internships/intersectoral doctoral programmes e.g. MSCA support early exposure of researchers to non-academic sector

Researchers' career thinking and development

❑ 78% want an academic career in the long term

❑ 57% would consider working outside academia – of these:
  ❑ 70% would still want to do research
  ❑ 37% in research/grant management
  ❑ 35% in research/science policy

❑ 65% think it would be hard to get a non-research job in business

❑ < 30% think businesses value what researchers offer working in non-research roles

Researchers' commercial awareness

- Interactions with business
  - 28% have done joint research; 27% business-focused research
  - 27% consultancy
  - 12% temporary sector mobility; 7% long term mobility

- 48% would like internship/placement in business; 52% to do joint research; 59% knowledge exchange / innovation

- Barriers to interactions
  - 45% uncertain impact on career (& reduction in research outputs)
  - 35% lack of experience/skills valued by business
  - 26% lack of confidence

- Researchers less confident about presenting evidence of people skills or commercial skills, compared with their research or self management

- Researchers less confident about interviews / selection, and getting good references, whereas confident about their CV/application form

Alumni Responses - Leaving academia

- ■ Top reasons for leaving…. they wanted:
  - Better long-term employment prospects
  - More job security, not short-term contracts, better work/life balance
  - Wanted different professional challenges

- ■ Most helpful support in transition:
  - Their own active job searching
 - Professional and personal networks

- ■ Most useful support / experience / attribute when making transition:
  - Personal motivation / confidence / determination (73%)
  - Flexibility / adaptability (69%)
  - Training in transferable skills / competencies (26%)
  - Guidance from careers advisers etc. (11%)

Sectors alumni now work in
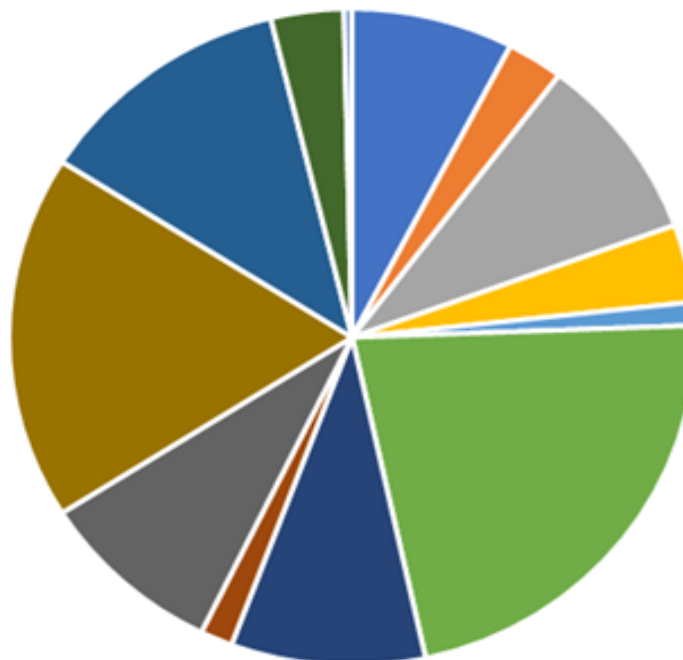
- Charity and third sector
- Energy and mining
- General manufacturing
- Health and social work
- Legal
- Life sciences and pharmaceuticals
- Management consultancy
- NGO and international development
- Other education – inc. HE teaching
- Other
- Public administration – inc. research policy
- Publishing and media
- Retail

Occupations alumni now work in
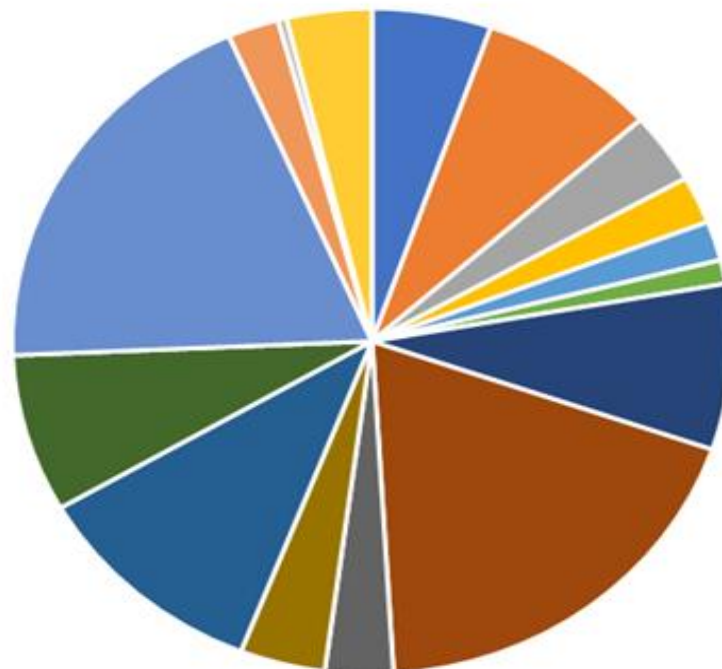
- Engineering professional
- Health professional
- Journalist or media professional
- Management, business or finance professional
- Public service professional
- Research or grants manager
- Researcher
- Technician

- Functional manager
- ICT professional
- Law professional
- Other occupation (please specify)
- Public/science engagement professional
- Research/science policy professional
- Teaching professional
- Vocational or industrial trainer/instructor

In their current job…

❑ 84% are very or fairly satisfied with current work/job

(42% very satisfied)

❑ Only 6% now want an academic career

❑ What they actually do now:
- ❑ 43% conduct research
- ❑ 43% use detailed knowledge from their specialism
- ❑ 68% evaluate/understand others' research
- ❑ 75% draw on experience/competencies developed during HE research

What would help researchers' interact with business

- more knowledge of opportunities (>60%)

- greater recognition of value of intersectoral mobility to an academic career (45%)

- more training in skills valued outside academia (43%)

- better understanding of skills valued outside academia (41%)

Most valued in highly-skilled employees

- Problem solving
- Technical / subject expertise
- Research skills
- Communication
- Creativity
- Self-organisation
- Collaboration
- Innovation
- Project management
- Emotional intelligence

Motivation / self confidence

Flexibility / agility

Toolkits to Support

- Discover: Careers Beyond Academia

https://euraxess.ec.europa.eu/career-development/researchers/discover-careers-beyond-academia

- Interact: Academia reaching out to Business

https://euraxess.ec.europa.eu/career-development/organisations/resources-and-tools/engagement-tool

Messages for intersectoral mobility

❑ Academia is seen as the first career choice with fears about the impact of temporary mobility – and message of failure.

❑ There is evidence of varied careers, good satisfaction and value of researcher skills beyond academia

❑ Current researchers in HE lack of knowledge about career opportunities beyond academia

❑ They generally know the most important key competencies for employers, but less able to present and evidence these

❑ Generally, there is still a major task to be done to persuade more employers the value of employing researchers – particularly in non-research occupations.