

# Transferable Skills Training & Career Development

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[www.mards.ucg.ac.me](http://www.mards.ucg.ac.me)

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# What are transferable skills?

- Skills **learned in one context** (for example research) that are **useful in another** (for example future employment whether that is in research, business etc.).
- May be acquired **through training** or through **work experience**”.
- Examples include communication, teamwork, entrepreneurship, project management, IPR, ethics, etc.”

**Seven Principles for Innovative Doctoral Training (2011)**

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# Why do we offer transferable skills trainings?

- Commitment to international recommendations & standards
  - 10 Salzburg Principles (2005)
  - Salzburg II Recommendations (2010)
  - Seven Principles for Innovative Doctoral Training (2011)
- Majority of doctoral holders leave academia
  - Need to be prepared for a wider employment market

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# How is training organised?

- Complementary offer to the courses at the faculties
- NON-compulsary and NO ECTS credits
- Centrally offered by the Center for Doctoral Candidates
- Specially tailored to the needs of doctoral candidates
- Open for doctoral candidates and visiting PhDs only
- Interdisciplinarity and small groups
- Usual duration: one to two days

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# Topics

- Literatur Research and organisation (Citavi, WoS...)
- Funding possibilities (for doctoral candidates & postdoc programmes)
- Academic writing & Publishing
- Communication and presentation skills
- Project- & Time management
- Science Communication

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# Trainers

- **In-house** trainers (Experts from the Research Service and Career Development Unit)
- **Internal co-operations:** Library, Computer Service,
- **External co-operations:** Funding institutions (Austrian Academy of Science,...)
- Recruitment of (internationally) **experienced trainers** as subcontractors



# Evaluation

- Workshops will be evaluated by participants
- Regular feedback discussion with trainers (content/format, ...)
- Questionnaire (2010/2014)

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# Other activities

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# Afternoon Talks

- Monthly expert talks
- Short format (max. 2 hours)
- Topics: Funding schemes, Career possibilities, ...

Example: ***EU Careers: How to apply to EU institutions and agencies***

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# Career Days

- 1-2 days events
- In Co-laboration with research groups
- Round tables discussions with representatives from industry, NGOs, public sector, academia
- Workshop on strategic career development

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# NEW: Writing Retreat

- Pilot project with social sciences and humanities
- 15 doctoral candidates work 5 days (9:00-18:00) on their writing project
- Assisted by a professional writing coach
- Great demand: fully booked within few hours

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# Experiences from 10 years transferable skills training

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- Discipline: 2/3 from the Humanities & Social Sciences
- Gender: 2/3 female doctoral candidates
- Focus: Much demand on workshops in the transition phases
- Sometimes lack of commitment
- Little focus on career planning
- Lack of personal & professional development planning
- Some supervisors still little convinced of benefits





**Thank you!**

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