

Outcomes of the Surveys and Literature Reviews - 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)
- Much less common than 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 focusses on knowledge development
- Perceptions of excellence different
- Traditional academia views time in industry less favourably (eg. no papers published)
- Remuneration and employment issues are sector dependent
- In academia security of employment increases with length of experience and progression mitigating mobility by senior researchers

The Surveys

- EURAXESS Institutions – 320 responses
- Researchers – 994 responses
- Alumni (Ex-researchers) – 339 responses
- Employers – 144 responses

Researchers - Career thinking and development

- In the long term, 78% want an academic career
- 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
- 70% would be interested in short-term work outside academia
- 75% think their institution encourages them in personal development: only 48% discuss career aspirations with manager (or have a plan)
- 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 - 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% valorisation of research knowledge
- What would help more interactions with business?
 - more knowledge of opportunities (>60%)
 - greater recognition of value to an academic career (45%)
 - more training in skills valued outside academia (43%)
 - better understanding of those skills (41%)

Researchers -Interactions with business

- Barriers preventing interactions (did not vary with prior experience):
 - 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 (inc. communications) or commercial skills, compared with their research or self-efficacy / self-management
 - ▶ how to present competencies and evidence
- Also less confident about interviews / selection, and getting good references, whereas confident about their CV/application form
 - ▶ how employers recruit

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%) ► understanding what employers want
 - Training in transferable skills / competencies (26%)
 - Guidance from careers advisers etc. (11%)

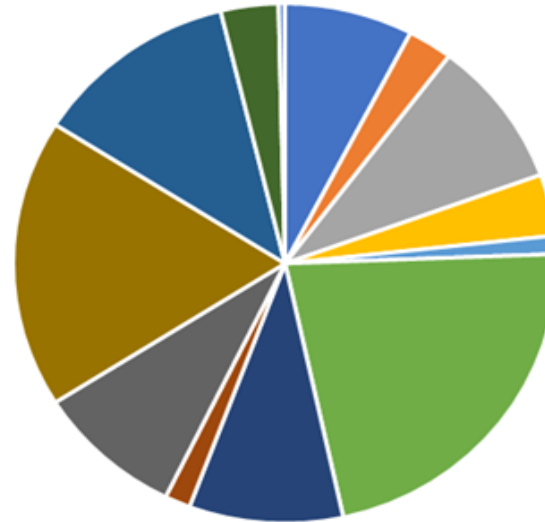
In their current job...

- 84% are very or fairly satisfied with current work/job (42% very), and only 6% want an academic career now (and 12% another role in HE)
- 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
 - 64% manage other people
- ▶ career (satisfaction) stories...
- But only 36% think employers value researchers for doing non-research jobs (compared with 80% for research jobs)

Alumni - Implications...

- There is evidence of varied careers, good satisfaction and value of researcher skills beyond academia
- Lack of knowledge about opportunities for mobility Alignment in understanding importance of most key competencies
Some hesitation around presentation and evidence of some competencies
- Fears about career impact of temporary mobility

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



- 1. Problem solving
- 2. Research skills
- 3. Collaboration
- 4. Tech/subject expertise
- 5. Self-organisation
- 6. Adaptability
- 7. Creativity
- 8. Emotional intelligence
- 9. Communication
- 10. Project management

What researchers believe they are good at



- 1. Problem solving
- 2. Creativity
- 3. Adaptability
- 4. Communication
- 5. Collaboration
- 6. Innovation
- 7. Self-organisation
- 8. Project management
- 9. People management
- 10. Tech/subject expertise

What researchers think employers want



1. Problem solving
2. Tech/subject expertise
3. Research skills
4. Communication
5. Creativity
6. Self-organisation
7. Collaboration
8. Innovation
9. Project management
10. Emotional intelligence

What employers say they need



1. Creativity
2. Innovation
3. Problem solving
4. Tech/subject expertise
5. Communication
6. Collaboration
7. Research skills
8. Self-organisation
9. Adaptability
10. Business awareness

What institutions believe to be top employable skills



How can we encourage our researchers to articulate the skills employers want?

- Problem Solving
- Technical Expertise (Knowledge Base A1)
- Research Skills – (Research Management C2)
- Communication – (Communication D2)
- Creativity – (Creativity A3)
- Self Organisation – (Self management B2)
- Collaboration
- Innovation
- Project Management – Project Planning and Delivery
- Emotional Intelligence – (Personal Qualities B1)

STAR Technique

- **Situation**
- **Task**
- **Action**
- **Result**

Using the cards in turn (there is no particular order) consider in your groups each competency and how you could encourage your researchers to demonstrate these skills