



KATHOLIEKE UNIVERSITEIT
LEUVEN

Bologna Process PhD students – employability issues



An Huts,
International Policy Unit

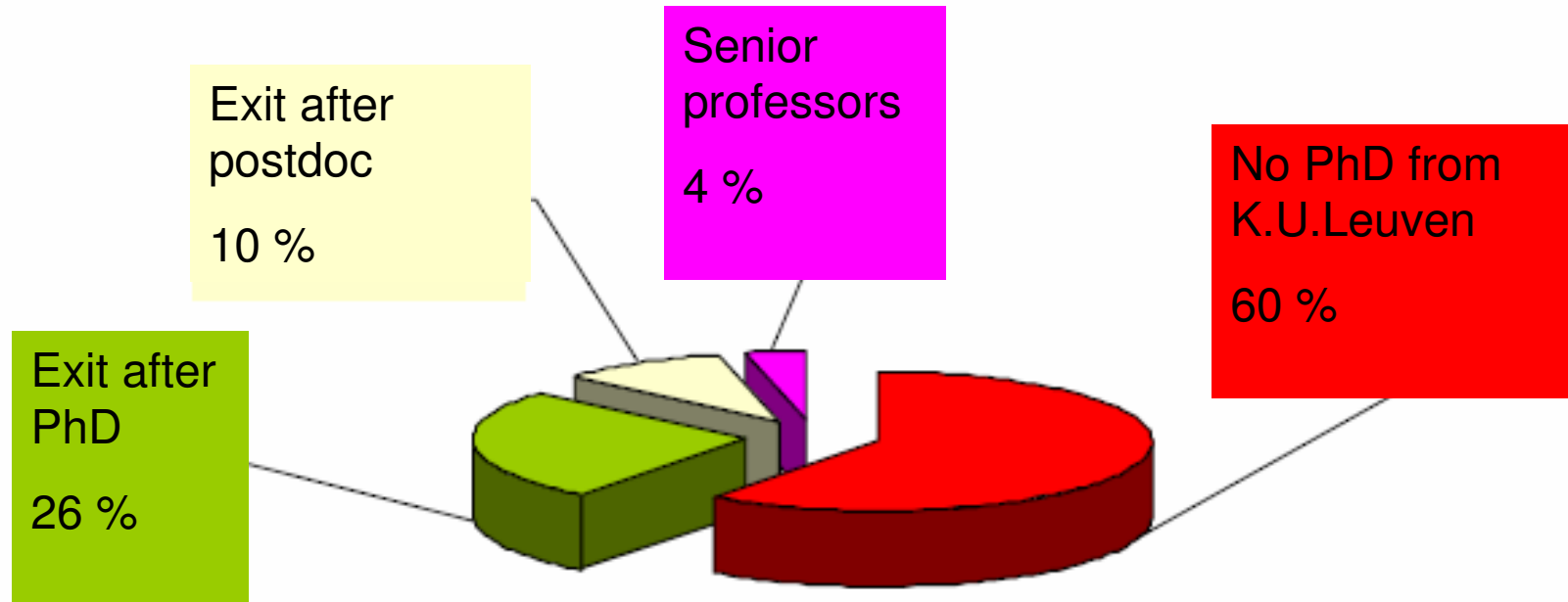


Position of doctoral students at K.U.Leuven

- Total number of students : 31447
- Total number of academic staff: 1396
- Total number of researchers: 4447
 - 1227 senior researchers
 - 3220 junior researchers



Careers of K.U.Leuven Juniors



juniors → ZAP: 3.6%
doctors → ZAP: 9%
postdocs → ZAP: 26%

doctors → exit: 66%
postdocs → exit: 74%



Competency profile

- Train students for
 - Academic tasks
 - Non-academic careers
- Prepare students for
 - Successful doctoral research track
 - Labour market



Demands from labour market

- HR Managers from various sectors
 - Private companies
 - Public sector
 - Educational sector
 - ...
- Which competencies do you expect from a PhD holder in order for him to compete with another candidate without PhD title but with 4 to 6 years of relevant experience?



Competencies

- Relational competencies:
 - Networking
 - Teamwork
 - Speaking in public
 - Assertivity
 - Communication
- Intellectual competencies:
 - Conceptual, analytic reasoning
 - Synthetic reasoning
 - Critical thinking
 - Learning desire
 - Interdisciplinary thinking



Aims

- improve the quality of the training of researchers;
- guarantee the graduates a quality profile that is recognized both by the academic community and by the labour market.



Doctoral training

- Influence on organisation of doctoral programme
- Combination of individual research for thesis & training of transferable skills