Implementing the Human Resources Strategy for Researchers

2nd October

Managing Researchers' Talents, Skills & Career Development

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SciPol

Was is der Fall?
(What is the case?)

Und was steckt dahinter?
(What is behind it?)

Die Welt is alles, was der Fall ist?

The world is all that is the case

Tractatus Logico Philosophicus

Ludwig Wittgenstein

Eamon Devalera

Dublin Institute for Advacned Studies (DIAS).

What is Life?

Erwin Schrödinger

Schrödinger at 75

THE FUTURE OF BIOLOGY

5th—6th September 2018

NATIONAL CONCERT HALL
DUBLIN, IRELAND

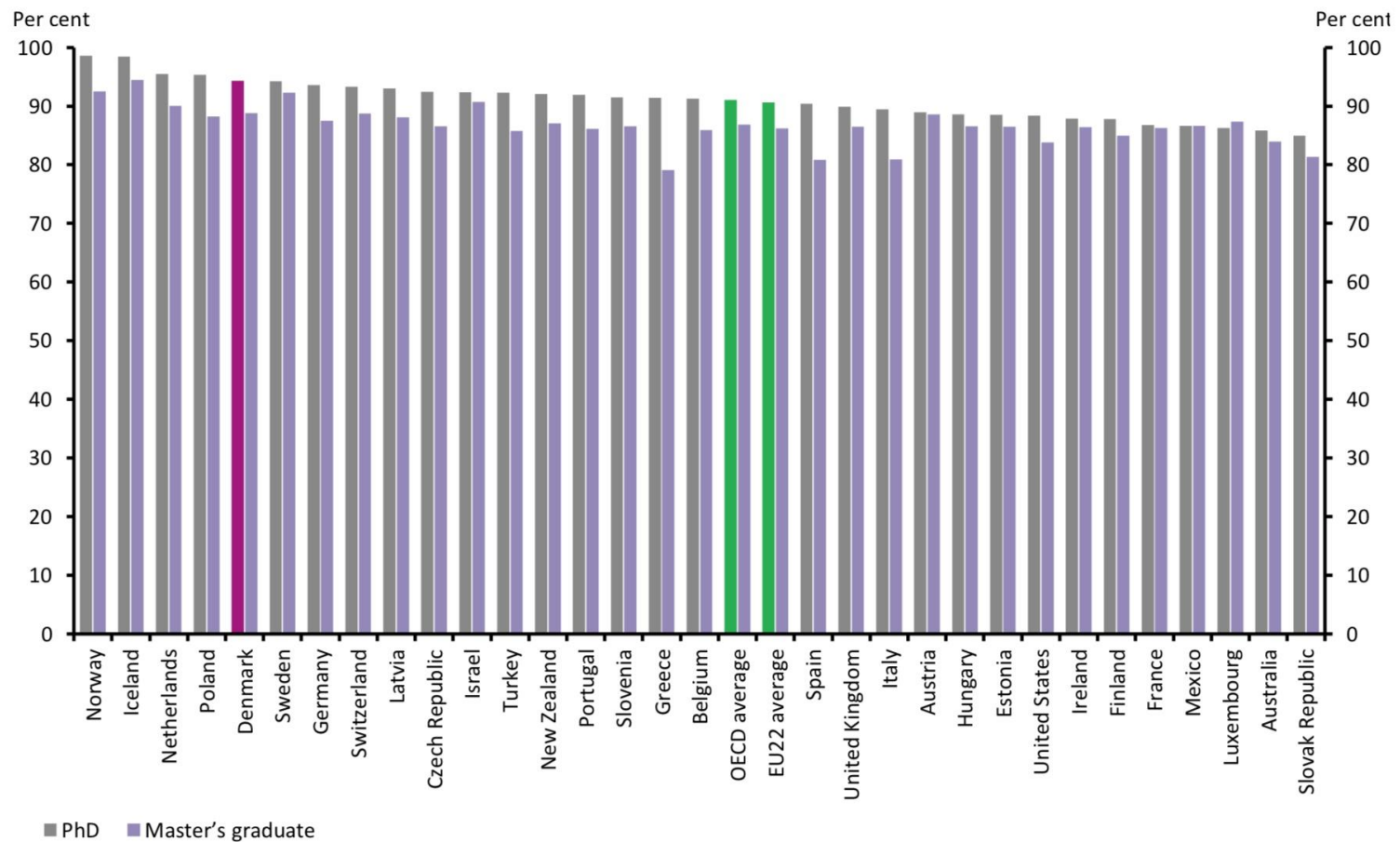# Excellence vs Mediocrity?

Peer Review

Researchers Mobility
Triple-i

Employment Rates of PhD Graduates

Note: Employment is stated as the proportion of people employed in the age group 25-64 years based on the total population in that age group. The countries have been sorted according to the employment rate for PhD graduates. The graph only includes countries that have stated the employment rate for PhD graduates.

Source: Education at a Glance 2016: OECD Indicators, Indicator A5. Table A5.1.

PhD training in the EU28

15.1%	28.9%	56.0%

- ■ Doctoral school
- ■ Supervisory committee
- ■ Single researcher

Share of researchers receiving training in transferable skills during PhD **33%**

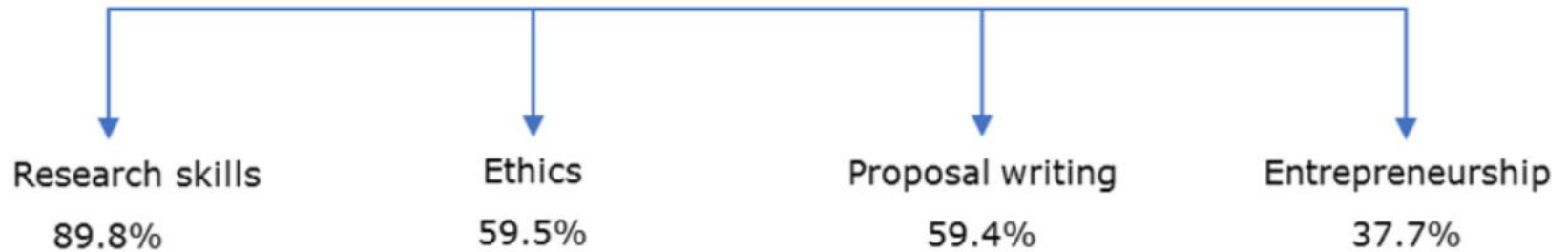**81%** Share of researchers finding transferable skills training important

3 supervision structures

15.1%	28.9%	56.0%

- ■ Doctoral school
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- ■ Single researcher

https://www.more3.eu/index.php

Transferable skills

Share of researchers receiving training in transferable skills during PhD: **32.6%**

Research skills	Ethics	Proposal writing	Entrepreneurship
89.8%	59.5%	59.4%	37.7%

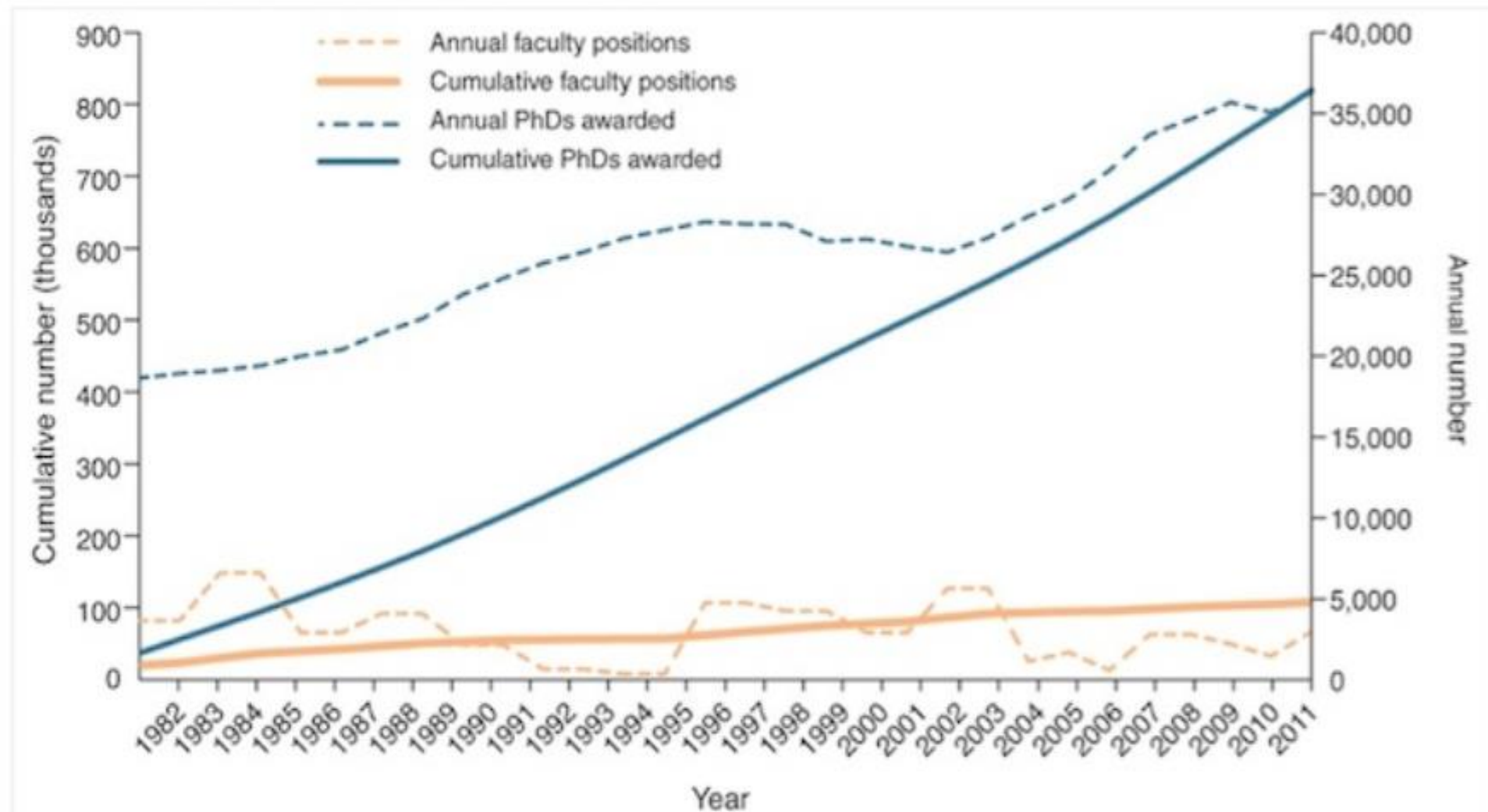# Demographics career stages

	R1	R2	R3	R4
Average **duration** before moving to next career stage	4.7 years	5.0	7.4	
Average **age** of researchers in this career stage	35.8 years old	40.7	46.7	55.6

Since 1982, almost 800,000 PhDs were awarded in science and engineering (S&E) fields, whereas only about 100,000 academic faculty positions were created in those fields within the same time frame. The number of S&E PhDs awarded annually has also increased over this time frame, from ~19,000 in 1982 to ~36,000 in 2011. The number of faculty positions created each year, however, has not changed, with roughly 3,000 new positions created annually[2,10].

Excellence vs Mediocrity?

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Modernise all marine graduate training programmes;

Develop training content by engaging the wider marine community across academia, government (policy & funding) and industry;

Maximise recruitment of students and professionals to take an interest in marine graduate training and blue careers;

Advance the European Higher Education Area for marine science and technology – structuring the landscape;

Deliver relevant policy support initiatives to address the gap between marine graduate training and Blue Growth;

Establish long-term, flexible funding instruments and national and EU level to support innovative marine training.

Training the 21st Century Marine Professional

A new vision for marine graduate education and training programmes in Europe

Thank You