



Researcher Intersectoral Mobility

Extensive research has been undertaken as part of the Horizon 2020 funded EURAXIND (EURAXESS for Industry) project to identify employers' and researchers' needs to support intersectoral mobility and collaboration and encourage european researchers to consider working outside of academia. The project has resulted in the development of a collection of new and exciting online resources available on the Euraxess portal. The project was led by Vitae with six European partners. Research was undertaken via three literature reviews and four surveys examining the topic from various perspectives – current researchers, researchers no longer working in academia, employers and institutions.

Key messages

OPPORTUNITIES FOR THOSE WORKING BEYOND ACADEMIA

Many researchers are working in a wide range of sectors throughout Europe doing a variety of roles. They have high levels of job satisfaction and as little as 6% of those surveyed, who have transitioned beyond academia, would consider returning. Despite no longer being in academia they are often using their research skills and value the skills and competencies developed during their previous academic experience. 75% of respondents report that they still draw on their research skills.

CURRENT RESEARCHERS IN HIGHER EDUCATION LACK KNOWLEDGE OF OPPORTUNITIES BEYOND ACADEMIA

78% of current researchers surveyed wanted to stay in academia yet we know for many and for varying reasons, such as short-term contracts and lack of funding, this may not be possible.

European researchers lacked knowledge of what the career alternatives were for them and felt that their skills would not be valued by business, with as many as 65% thinking it would be difficult to get a non-research job in business.

BOTH EMPLOYERS AND RESEARCHERS VALUED THE SAME COMPETENCIES

Despite researchers thinking that employers would not value the competencies they had, when both researchers and employers were asked to list and rank the key competencies that they believe they have, they were broadly similar. Problem solving, research skills and technical/subject expertise were all ranked highly.

HESITATION ABOUT PRESENTATION OF SKILLS AND COMPETENCIES

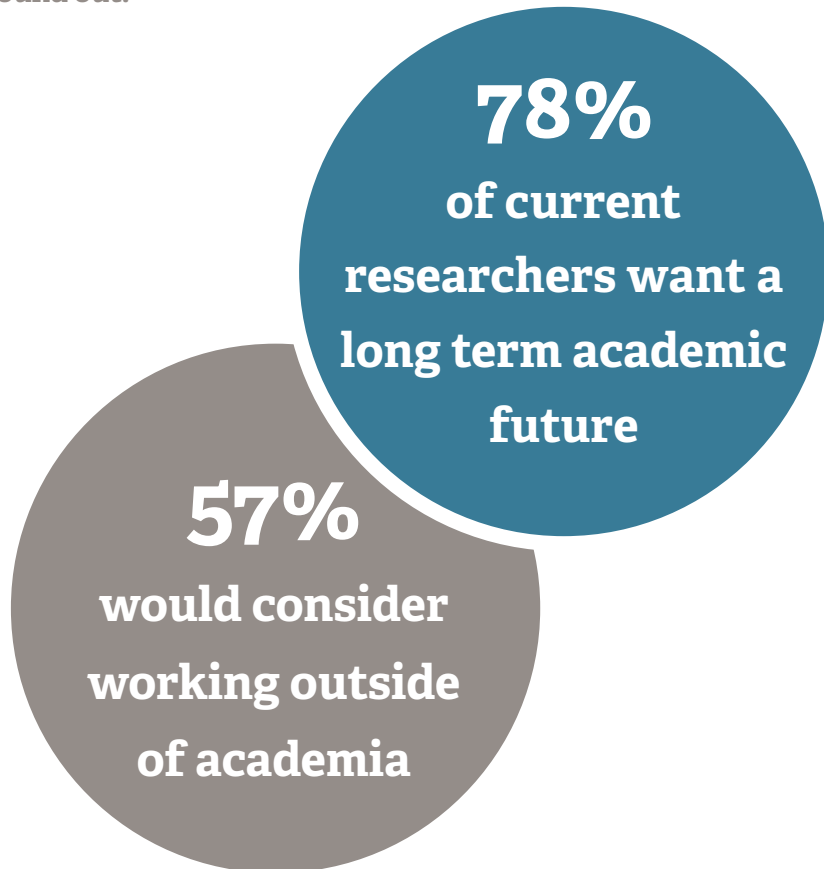
Although researchers often have the competencies required, they are less confident in presenting themselves particularly their professional skills. As many as 49% of current researchers didn't feel they could communicate their competencies very well. Effort should be focused on improving their ability to do this.

FEARS ABOUT IMPACT OF TEMPORARY MOBILITY

There are real and valid fears about the impact of any temporary mobility. Traditional academia rewards work in the academic field - such as academic publications and it is feared that any time working in other sectors may not be valued or rewarded should a researcher wish to subsequently continue working in academia. Academia needs to take a wider view of the experience they value.

CURRENT RESEARCHERS

We surveyed current 1,004 researchers based in over 47 European countries and this is what we found out:



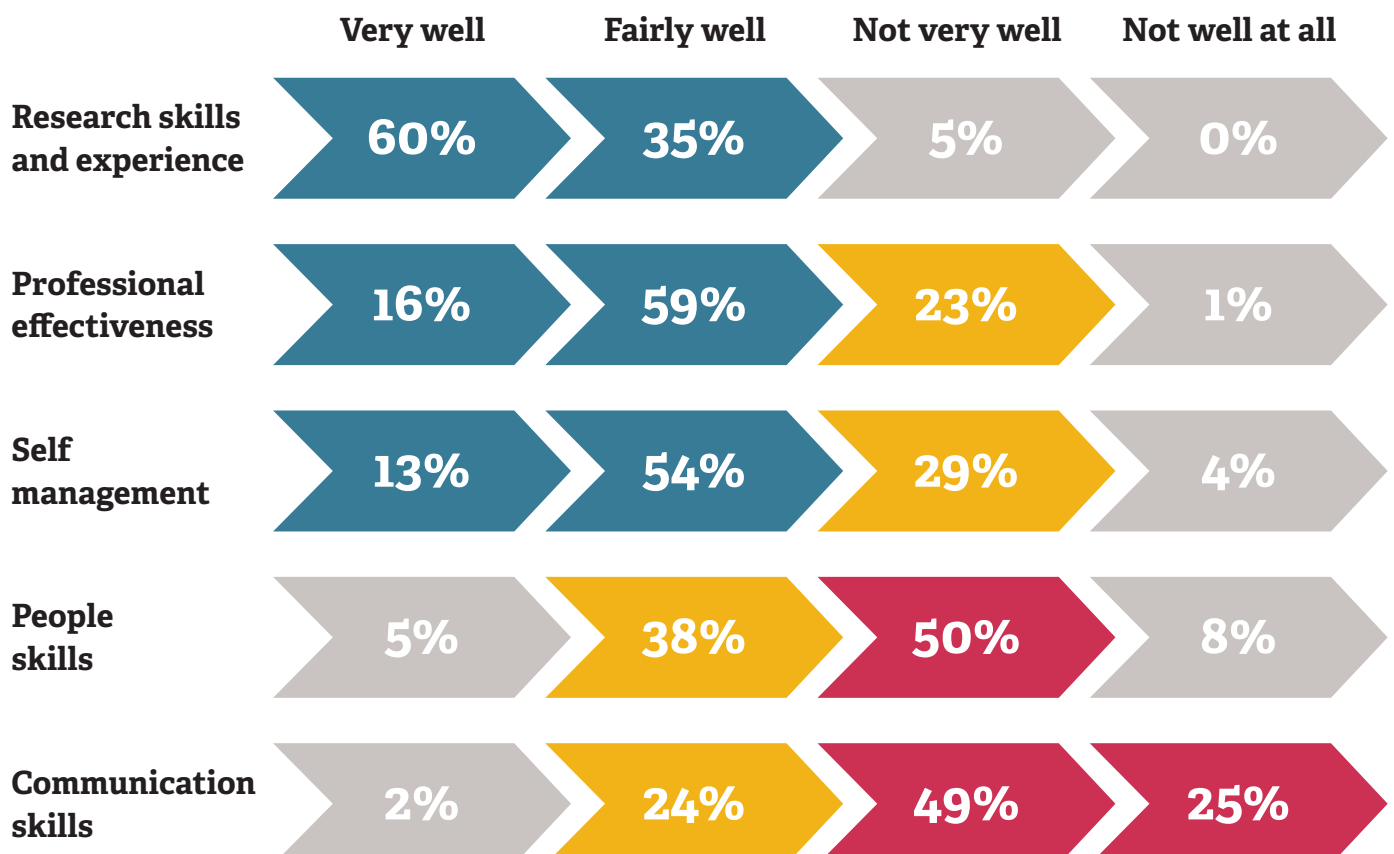
Of these:

- 70% would still want to do research
- 37% would work in research or grant management
- 35% would work in science/policy or management

However, 65% believe it would be difficult to get a non-research job in business.

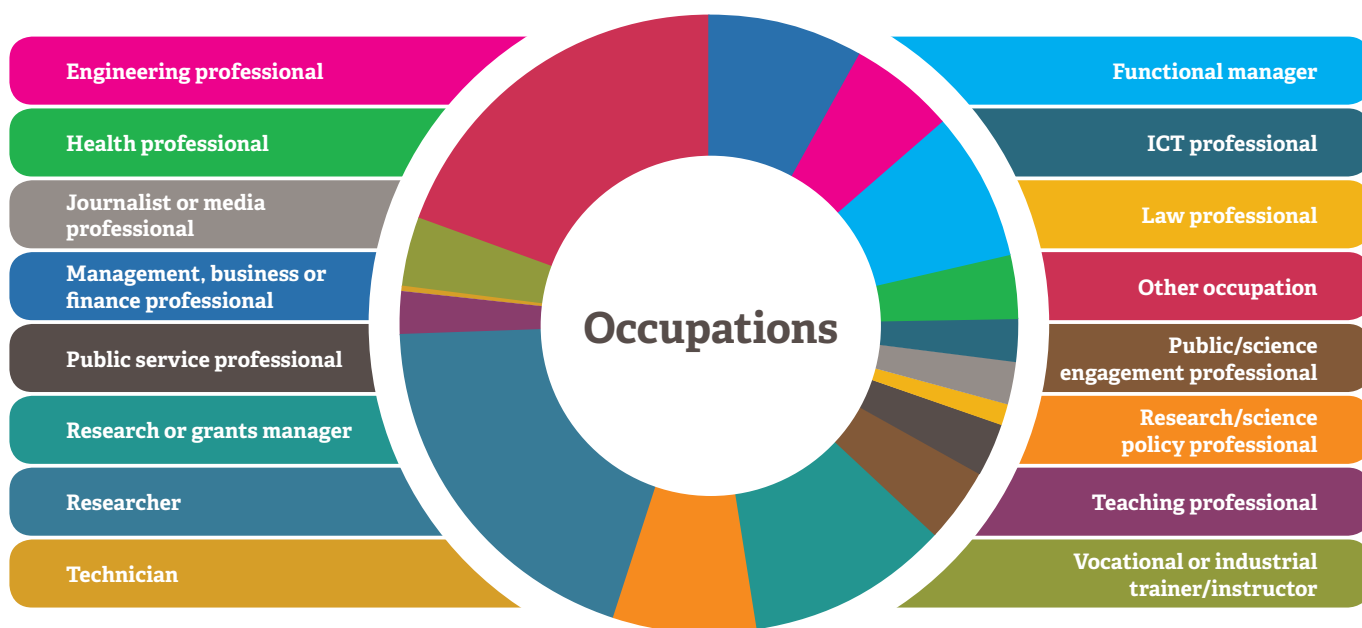
Less than 30% believe that businesses value what researchers offer working in non-research roles.

We asked researchers about their confidence in articulating their competencies:



RESEARCHERS NO LONGER WORKING IN ACADEMIA

We surveyed 339 individuals who were no longer working in academia, representing 33 countries, and found them working in the following wide range of sectors and occupations.



Top reasons for leaving academia:

- Better long-term employment prospects
- More job security, not short term contracts
- Better work/life balance

Most helpful to supporting the transition beyond academia:

- Personal motivation/confidence/determination (73%)
- Flexibility/adaptability (69%)
- Training in transferable skills/competencies (26%)
- Guidance from careers advisers etc. (11%)

In their current job 84% said they were satisfied. Only 6% would consider returning to academia.

Researchers are still using their research skills. We asked what they 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

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EURAXESS - Researchers in Motion is a unique pan-European initiative delivering information and support services to professional researchers. Backed by the European Union and its Member States, it supports researcher mobility and career development, while enhancing scientific collaboration between Europe and the world.

Find out more:

www.euraxess.ec.europa.eu/

The resources developed as a result of the EURAXIND project can be accessed via: www.vitae.ac.uk/euraxind and which include:

Tools to support Intersectoral Mobility

FOR RESEARCHERS

Discover: careers beyond academia

This tool is a series of web resources for researchers considering a career beyond academia and wanting to find out more. It includes labour market information from 15 sectors tailored towards the types of roles that researchers might pursue beyond

academia and a competency tool to help researchers understand the range of jobs that they could do with their highly tuned skillset and competencies they possess. It also contains inspiring real life stories and advice in both text and film format from researchers who have successfully transitioned to other careers - including practical advice for researchers getting a job in another sector. This is open and free to access for all researchers.

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

FOR RESEARCHER DEVELOPERS

Interact: academia reaching out to business

Aimed at institutions and researcher developers, this series of web resources and case studies focuses around encouraging and supporting outreach to and engagement with business employers. The case studies in particular showcase good examples of academia - business engagement.

PARTNERS

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