

Transferable skills

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Content

- Career management skills
- Self knowledge
- Transferable skills
 - Examples
 - What is needed
 - What you have
 - To tell about them
- Group work
- Skills needed in the future



How to develop career skills

Sampson's Career Triangle

JOB HUNTING SKILLS

documents &
interview
skills, finding
jobs

MAKING DECISIONS AND PLANNING ACTIONS

setting goals, building a plan

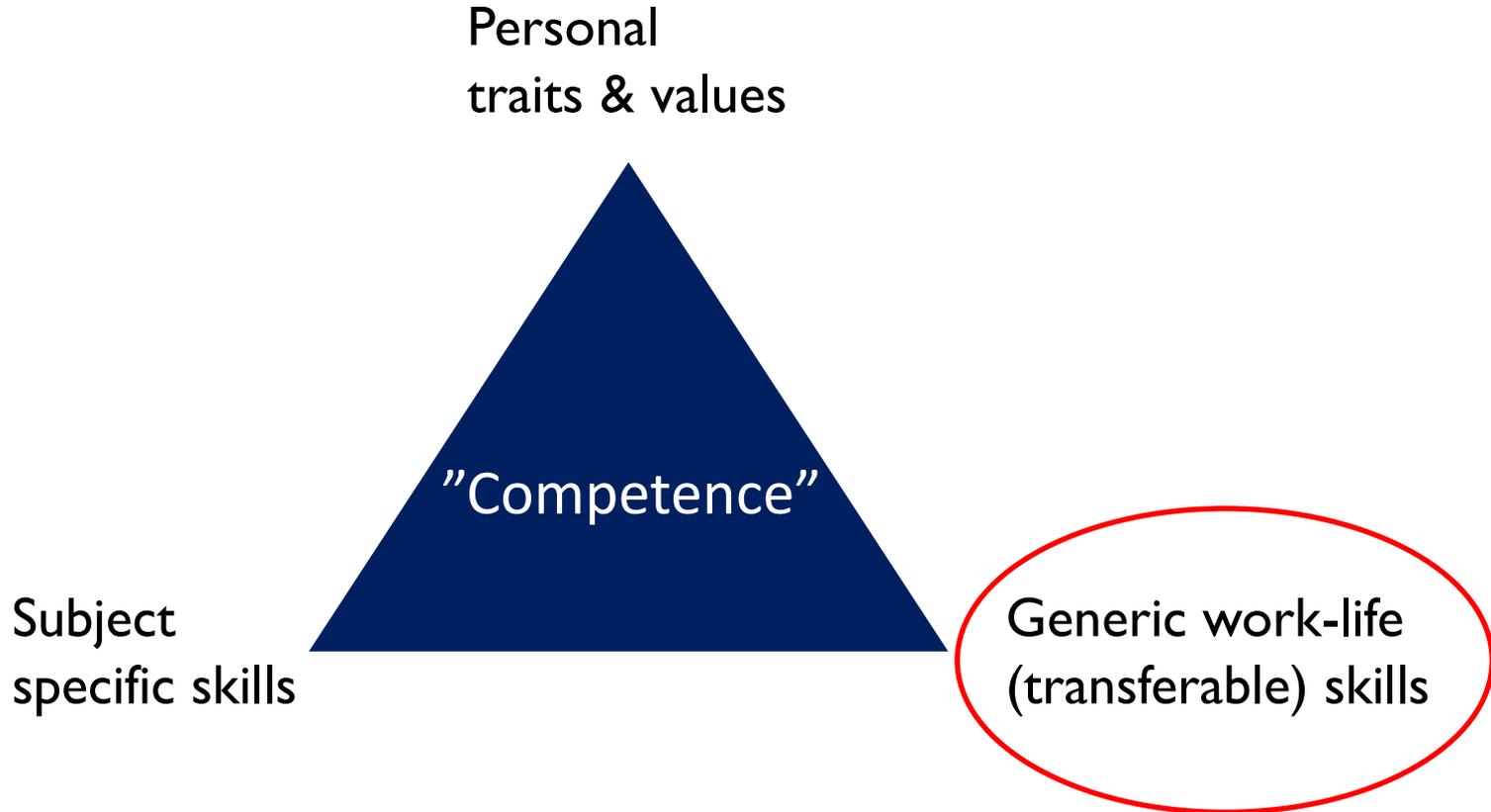
SELF- KNOWLEDGE

skills, values, interests,
goals, wishes

OCCUPATIONAL KNOWLEDGE

options, requirements,
trends, employment

Self knowledge



Generic work-life (transferable) skills

Life management	Communicational skills	Leading people and tasks	Innovation skills
Learning skills	Interaction skills	Coordinating skills	Creative skills
Scheduling skills	Skill to listen	Decision making skills	Ability to face changes
Personal strengths	Oral communication skills	Management skills	Ability to face risks
Analytical- and problem solving skills	Written communication skills	Skills to control conflicts	Envision skills
		Planning- and organizational skills	

Transferable skills

- examples important for doctoral candidates



- Communication/presentation skills, both written and oral
- Communication/dialogue with non-technical audiences (public engagement)
- Project and time management skills
- Problem solving
- Research management -- research leadership
- Creativity and the ability for abstract thought
- Knowledge of research methods and technologies beyond the Doctoral project
- Working with others/team working
- Teaching skills
- Research ethics
- Enterprise skills (entrepreneurship, commercialisation, innovation, patenting and knowledge transfer)
- Use of science in policy-making

Importance of (transferable) skills - graduated doctors (languages) 2018-2020



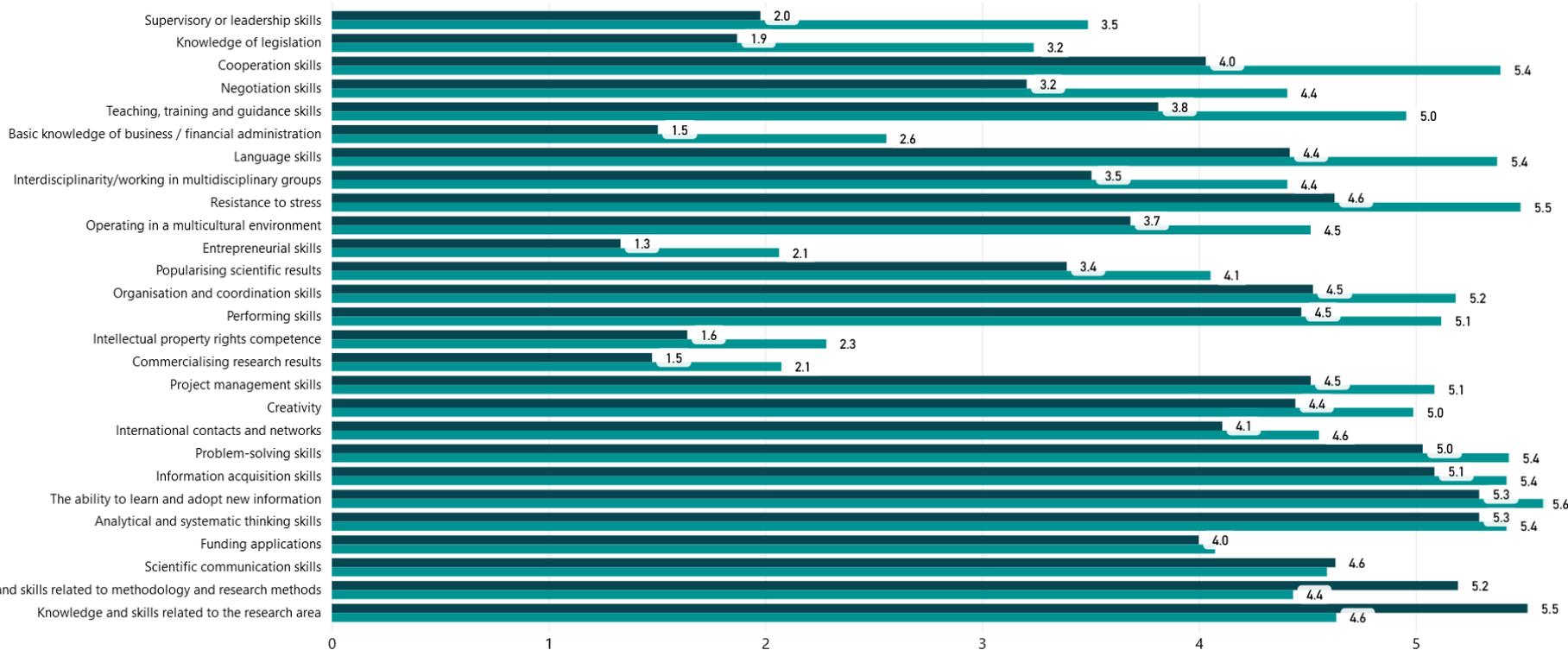
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SCALE: 1 = NOT IMPORTANT AT ALL / NOT AT ALL, 6 = VERY IMPORTANT / VERY WELL

● How did doctoral education develop these skills? ● How important are the following knowledge and skills in your current job?



The key to employability

- according to employers



- The results from The European University Association (EUA) from its survey on the employability and career development for doctoral students. Among the "employability skills" they list the following (in order of their interest to employers in the survey):
 - Technical proficiency
 - Work in depth and at the frontiers of knowledge
 - Work across disciplinary/functional boundaries
 - Team player
 - Originality and creativity
 - Explain and communicate to non-specialists
 - Integrate ideas and resources from a wide pool of sources
 - Customer orientation
 - Entrepreneurial mindset
 - Social skills, experiences and other
 - Leadership potential
- What is evident from the report is that employers, across the board, ranked all these skills highly

Transferable skills you already have



- During your PhD, you're not just learning about your research topic. You're also learning core skills that apply to jobs both in and out of academia. Most institutions don't teach you to articulate these transferable skills in a way that aligns with how they're described in the business world. Knowing your skills increases your value as a candidate.

Written Communication

- It takes practice to become a good writer. Fortunately, as PhD student you have years of practice writing papers, your dissertation, conference abstracts, journal manuscripts, and of course your dissertation. The feedback you receive from your supervisor and peer reviewers will help improve your communication skills.

Research

- Research skills are valuable even in many fields outside of academia. As a trained researcher, you are able to determine the best approach to a question, find relevant data, design a way to analyze it, understand a large amount of data, and then synthesize your findings. You even know how to use research to persuade others and defend your conclusions.

Public Speaking

- Strong oral communications skills always valued, and PhD students get more public speaking opportunities than most. Through conference talks, poster presentations, and teaching, you will learn to feel comfortable in front of a larger audience, engage them, and present complex ideas in a straightforward way. Winning a teaching award or being recognized as the best speaker at a conference is a concrete way to prove your public speaking skills.

Project Management

- Even if you're not working as a project manager, every job requires some degree of project management. Fortunately, a PhD is an exercise in project management. Finishing your dissertation requires you to design

a project, make a realistic timeline, overcome setbacks, and manage stakeholders. During this time, you will also have to manage long-term projects at the same time as short-term goals which requires strong organizational skills.

Leadership

- Mentoring and teaching are the two main way PhD student can learn leadership and management skills. As a teacher or mentor, you have to figure out how to motivate someone and help them accomplish a goal. You also get experience evaluating someone's performance (grading) and giving constructive feedback.

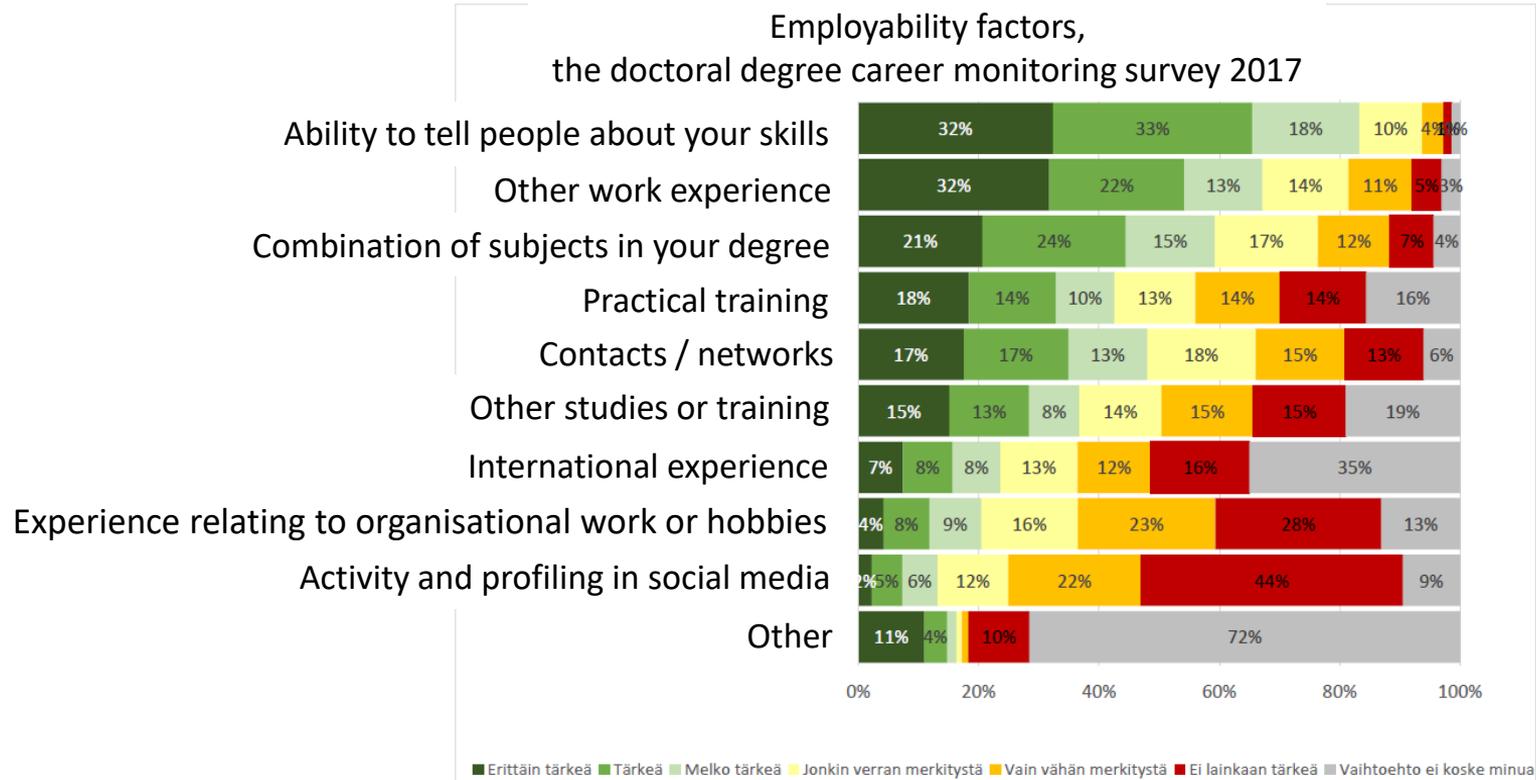
Critical Thinking

- Every PhD student learns critical thinking skills whether they realize it or not. You are trained to approach problems systematically, see the links between ideas, evaluate arguments, and analyze information to come up with your own conclusions. Any industry can benefit from someone who knows "how to think".

Collaboration

- Very few jobs require you to work completely independently, and academia isn't one of them. Your dissertation is a solo project, but on a day to day basis you work with other people on your experiments or preparing a journal manuscript. Doing these tasks successfully requires knowing how to divide up a task, get along with others, communicate effectively, and resolve conflict.

The ability to tell people about your skills as an employability factor



Know Your Strengths

- Recognizing your own skills and strengths correctly helps you find the jobs that suit you best, and increases the probability of getting hired.
- It is important to remember to **consider all aspects of your life, who you are, your competences and experiences.**
- Not only do you have to know your own strengths, you should also be able to **explain them to a potential employer in a way that the employer understand.**

Tuononen 2019:
The ability to evaluate and describe one's own competences at the time of graduation is an important factor for employability and career success.

Small group (3-5 per/group) discussion:

The strengths of your degree?

- Think of your future degree and working life. What are the strengths of your degree in working life? What competencies and skills, especially transferable skills can one gain from this degree and from the studies the degree includes?
- Come up with as long list as you can as a group! Remember also to explain your views.
- Write all skills you can come up with on Padlet
<https://padlet.com/arbetsforum/adltiusjf>

Future work skills 2020

Future Work Skills 2020

While all six drivers are important in shaping the landscape in which each skill emerges, the color-coding and placement here indicate which drivers have particular relevance to the development of each of the skills.

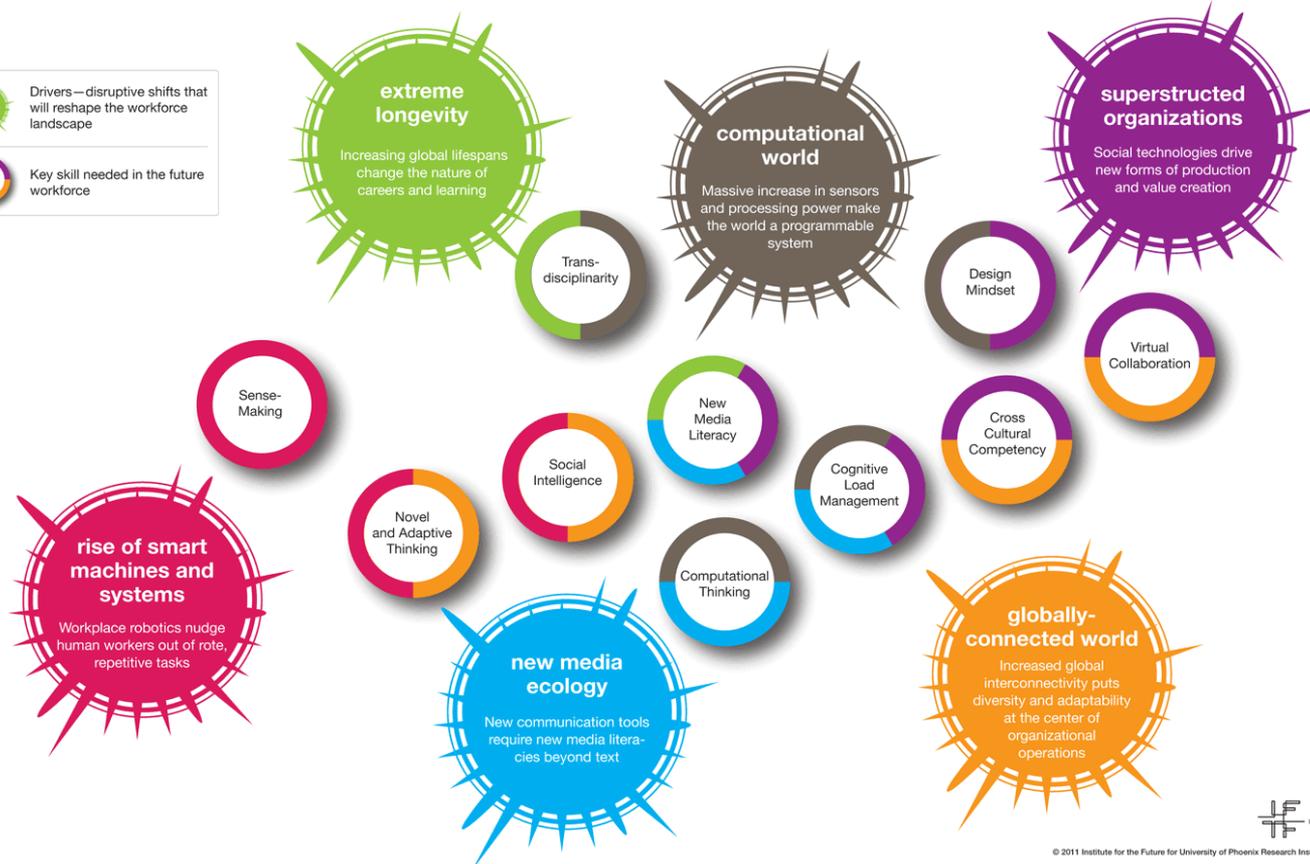
KEY



Drivers—disruptive shifts that will reshape the workforce landscape



Key skill needed in the future workforce



Skills needed in the future



Top 10 skills of 2025

Type of skill

- Problem-solving
- Self-management
- Working with people
- Technology use and development

-  Analytical thinking and innovation
-  Active learning and learning strategies
-  Complex problem-solving
-  Critical thinking and analysis
-  Creativity, originality and initiative
-  Leadership and social influence
-  Technology use, monitoring and control
-  Technology design and programming
-  Resilience, stress tolerance and flexibility
-  Reasoning, problem-solving and ideation

Questions or comments?



Thank you!