



Outplacement Support for Doctorates in Emerging Areas

2018-2021

The OUTDOC PROJECT

The OUTDOC project was created as a response to the **employability issues** of young doctoral students. While the labour market increasingly demands highly specialized staff, doctorates are struggling to find employment in the private companies. Our aim is to identify the needs of employers from the emerging economic sectors and develop a comprehensive training in soft skills for doctoral students. The consortium strives to improve doctorates' employability opportunities and acquaint employers about their abilities. The final goal of OUTDOC project is to encourage doctorates from diverse fields to find employment in private companies to aid innovation and transfer of knowledge.

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Employability Challenges

- Doctorates often work in education/public sector but struggle to find employment in the private companies.
- Employers in private companies do not recognize the doctorates' abilities as valuable.
- Students and universities are unsure which soft skills are the most in-demand.

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The OUTDOC Solution

- Connecting the universities and the labour market.
- Research the soft skills demands among the employers in emerging economic sectors.
- Develop a comprehensive soft skills training.
- Develop complementary activities (mentoring, coaching, company visits, streaming sessions).
- Connect students and employers to work on industrial challenges.

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Benefits

- Close connection between universities and private companies, diverse international participations.
- Learning materials designed in coordination with employers.
- Mentorship at partner companies.
- Real-life practice in the European Teams Challenges+.



THE SOFT SKILLS DEMANDS

Our survey results show that employers are more likely to employ doctorates with developed soft skills, especially the following:

Teamwork
Self-motivation and Initiative
Verbal Communication
Work Ethic
Accountability

Our Comprehensive Soft Skills Training - COP

We have developed a comprehensive and innovative soft skills training. The research data was used to identify the skills and develop the training materials. All the content was continuously coordinated with employers from emerging sectors. Afterwards, the piloting phase of the online program was conducted among doctoral students from partner universities. Other complementary activities were also arranged, such as mentoring with experts. Lastly, the partner companies managed the European Teams Challenges+ for practicing the soft skills and networking opportunities.

THE CONSORTIUM

The OUTDOC consortium consists of eight partner institutions from four European countries; four universities and four private companies under the coordination of USAL:

Spain:



VNIVERSIDAD
DSALAMANCA



IDimás

Germany:



FRIEDRICH-ALEXANDER
UNIVERSITÄT
ERLANGEN-NÜRNBERG



Slovenia:



Univerza v Mariboru



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