Closing remarks
The employability of doctorate holders

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Some observations

- Growth in the number of doctorate holders as part of the EU-2020 strategy
- Number of permanent academic or research staff has not kept pace with the growth in doctoral candidates
- Less than 10% of the doctors advance to a permanent academic position
- Ever more doctoral candidates have to seek alternative careers
- Important lever for the transition to an innovative knowledge-based economy
The PhD, stepping stone towards multiple careers

Mission of the doctoral schools:
to produce high quality independent research professionals for ANY professional sector requiring deep rigorous analysis

Source: VRWB
The employability of doctorate holders

- Exit survey: two out of three doctors have a job when leaving university
- More than half of the Belgian doctors hold positions for which a PhD is required
- Employed as researcher: 33% sciences, 22% engineering, 17% biomedical, 12% social sciences, 8% humanities
- Salary bonus for doctorate holders
  - Humanities: +13,1%
  - Biomedical Sciences: +9,0%
  - Science & technology: +6,6%

### Employment rate 2016, aged 25-64

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<thead>
<tr>
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<th>Flanders</th>
<th>EU-28</th>
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<tbody>
<tr>
<td>Doctorate holders</td>
<td>93,6</td>
<td>91,6</td>
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<tr>
<td>Highly educated</td>
<td>87,2</td>
<td>84,8</td>
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<tr>
<td>Population</td>
<td>74,9</td>
<td>73,1</td>
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1. A piece of original research
2. A stepping stone to multiple careers: theories of my subject + methods of my subject + transferable skills
3. We need to better grasp what employers outside academia are looking for
4. We need to improve employers’ understanding and recognition of the value of a doctorate
5. The doctoral degree is a diverse thing: no one size fits all approach
6. It is important that a clear knowledge exists of what career paths to pursue as a doctor
7. Limiting the maximum span of control is more important than limiting the number of doctoral degrees
8. Doctoral training needs to result in a realistic preview of an academic career