

Title: exploring employability and inter-sectoral mobility of PhDs through the prism of competencies: where do we stand?

Horizon2020 has renewed the goal for Europe to develop an economy based on knowledge and innovation (European Commission 2010). As researchers specifically trained to make significant contributions to frontier knowledge but also as professionals equipped with advanced skills necessary to cope with increasingly complex working situations, PhDs in Europe are expected to fuel the drive toward this goal (Bogle et al. 2010). Thus, policy-makers in Europe foster a greater diffusion of PhDs outside the sphere of academic research (Koch Christensen 2005).

Intersectoral mobility for PhDs is a critical issue in France where doctoral training is not necessarily well known by companies. Indeed, some companies still merely consider PhDs as experts, lacking a more comprehensive understanding of the wider range of their competencies (Fixari and Pallez 2005; Olivier et al. 2007; Angelier et al. 2009; Baby 2010; Grivillers, Lesenne, and Romo 2010). This also holds true for PhDs themselves who are not necessarily aware of the competencies they could bring to the global employment market (Fixari and Pallez 2005; Calmand 2010; Grivillers, Lesenne, and Romo 2010). Providing both of them with a clearer picture of the competencies developed through doctoral training is therefore likely to facilitate the career development of PhDs in the global employment market.

In this communication, we will present the results of a survey we conducted in France to evaluate the adequacy of the competencies developed through doctoral education and the needs of the global employment market in France (Durette et al., 2012, 2014). We will then present competency-based initiatives derived from this study to promote inter-sectoral mobility of doctorate holders in the global employment market.

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Short bio :

Barthélémy Durette, Ph.D., is R&D Group Leader at Adoc Talent Management ([www.adoc-tm.com](http://www.adoc-tm.com)). Adoc Talent Management is the first European executive company promoting PhDs career development. It is organized in three main activities: recruitment (for companies), training (for PhDs and PhD students) and Research and Development (R&D). Since 2011, The R&D pole realizes studies on the competencies of PhDs and their subsequent employment market (see e.g. Durette et al. 2014). The R&D pole also develops competency based IT tools dedicated to the intersectoral career development of PhDs.