

# Ph.D. Holders on the Belgian Labour Market

## The Careers of Doctorate Holders Survey

- The Careers of Doctorate Holders Survey 2010 (CDH): joint project of Eurostat, OECD and UNESCO's Institute for Statistics (UIS).
- The Belgian CDH-dataset contains information about doctorate holders who graduated between 1990 and 2010 as well as additional questions to the Belgian CDH regarding Ph.D. graduates' level of engagement with 25 skills (N=4190).

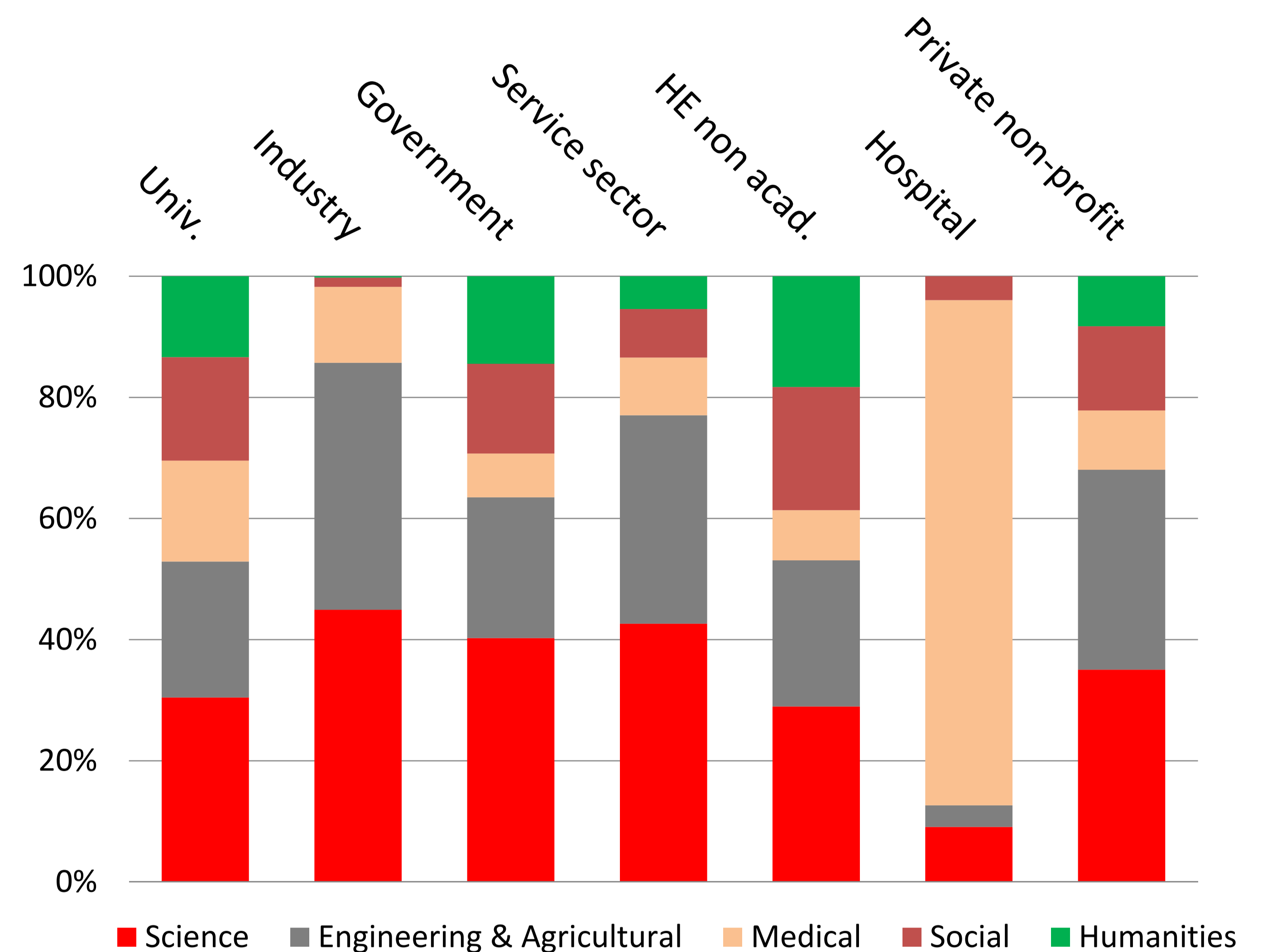
## From study to sector: What do Ph.D. graduates do?

The academic background of doctorate holders is highly related to the sector they currently work in. Sciences, engineering and agricultural sciences graduates are best represented in the industry and service sectors. Doctorate holders in medical sciences mostly work in hospitals, while doctorate holders in social sciences and humanities typically work in the university, other higher education, government and private non-profit sectors.

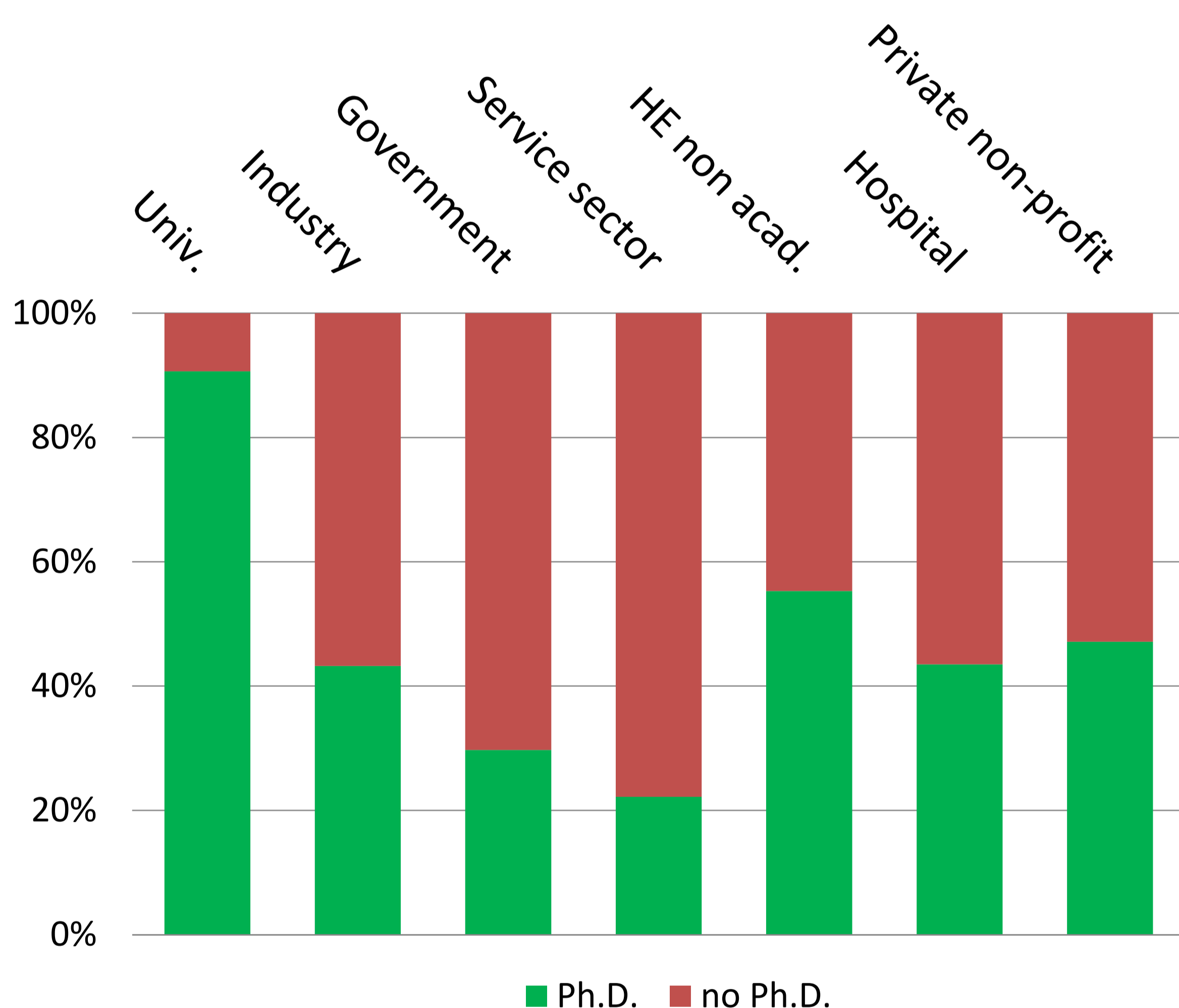
## Is a Ph.D. needed for the current job?

For relatively few doctorate holders their Ph.D. degree is a formal requirement in their current job (university obviously being the exception to this). However, for many doctorate holders' current employment a Ph.D. degree is indeed a desired qualification.

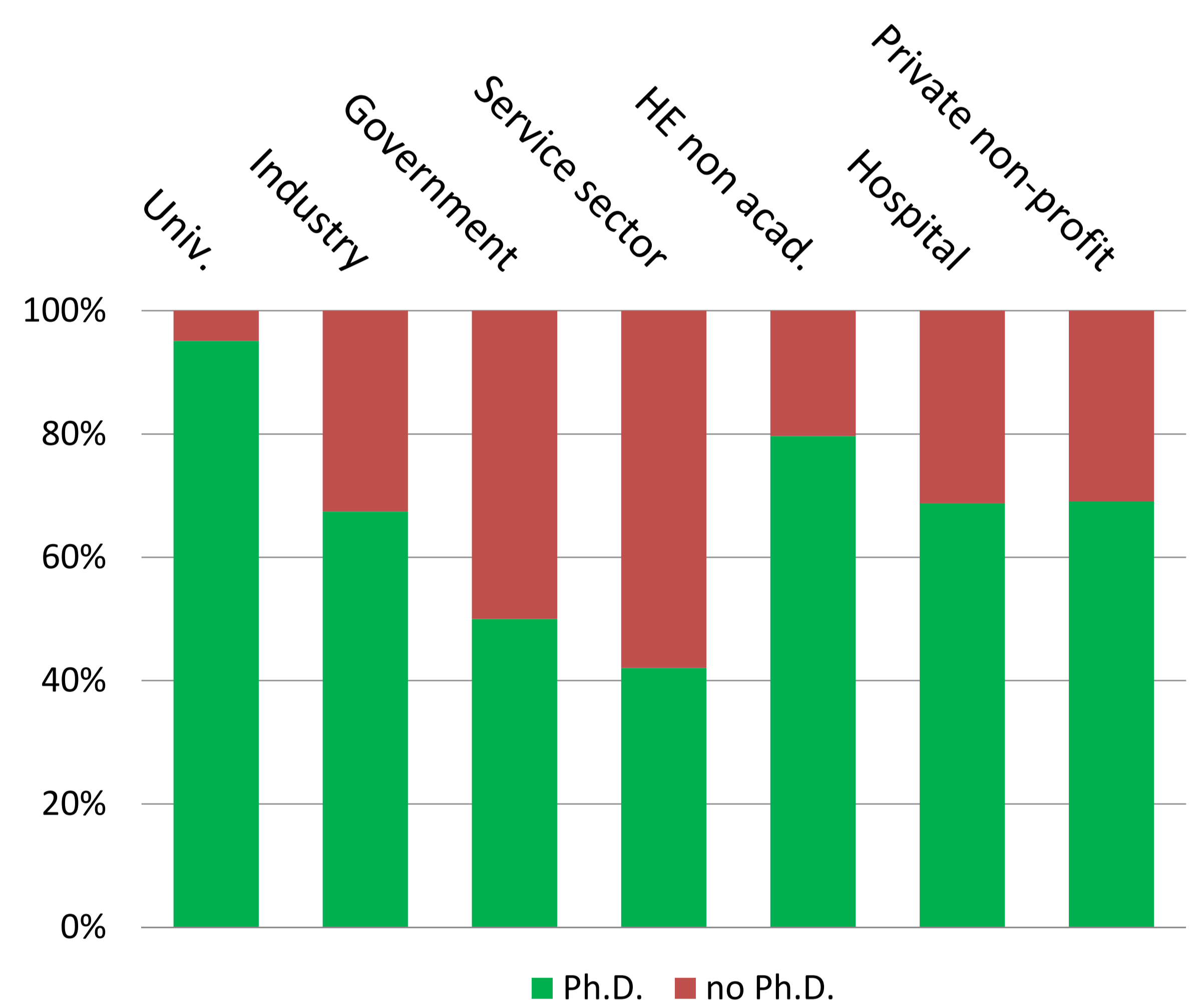
## Where do Ph.D. graduates work?



## Minimum education level required for current job



## Desirable education level for current job



## Learned vs. needed skills

Transferable skills training is crucial in bridging the gap between the Ph.D. research experience and Ph.D. graduates' professional career within or outside academia. But to what extent do doctorate holders in Belgium perceive a discrepancy between the skills they learned during their Ph.D. and skills they need in their current job? How does this vary according to the sector they currently work in?

## Skill gaps

- Research skills and personal effectiveness: little difference between skills learned and skills needed in the job
- Communication skills and team skills: highly necessary in the job but not yet fully acquired during the Ph.D. track
- Management skills: least acquired during the Ph.D. track

## Sectoral differences

- Management skills: most necessary in industry and in services, least in public sector and the higher education institution
- Communication skills: most needed at the university
- Team skills: highly desired in every sector but most needed in the private non-profit sector and in industry

## Skills learned versus skills needed

