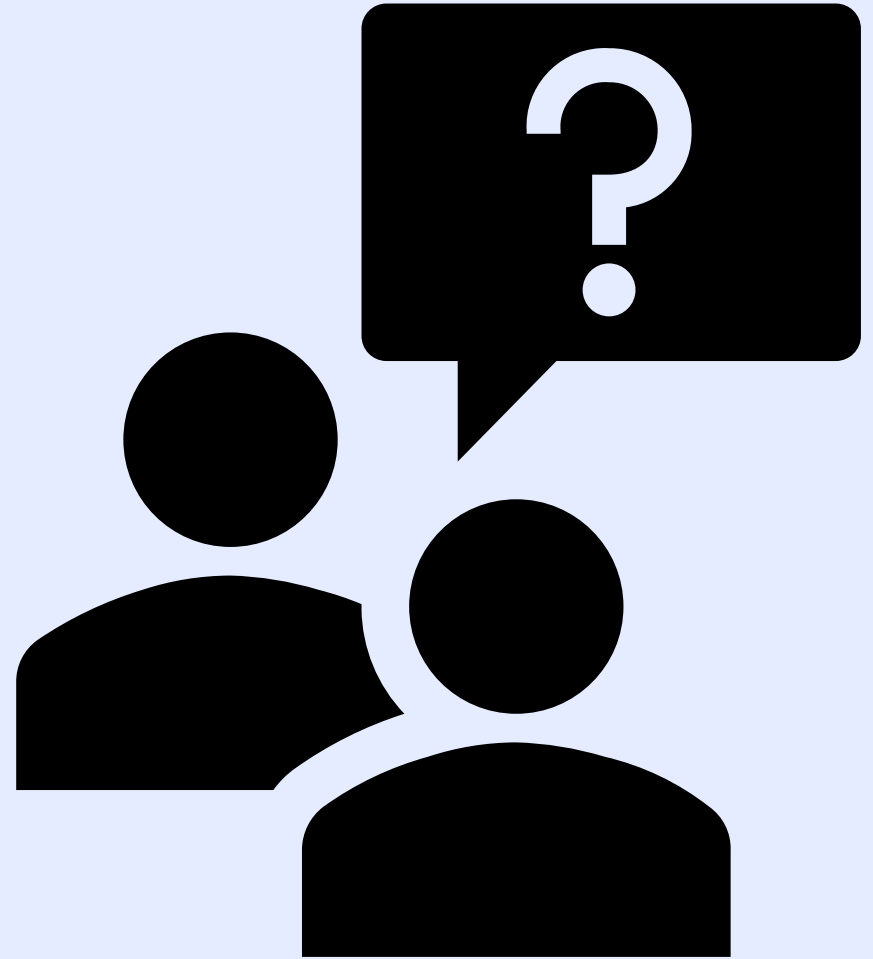


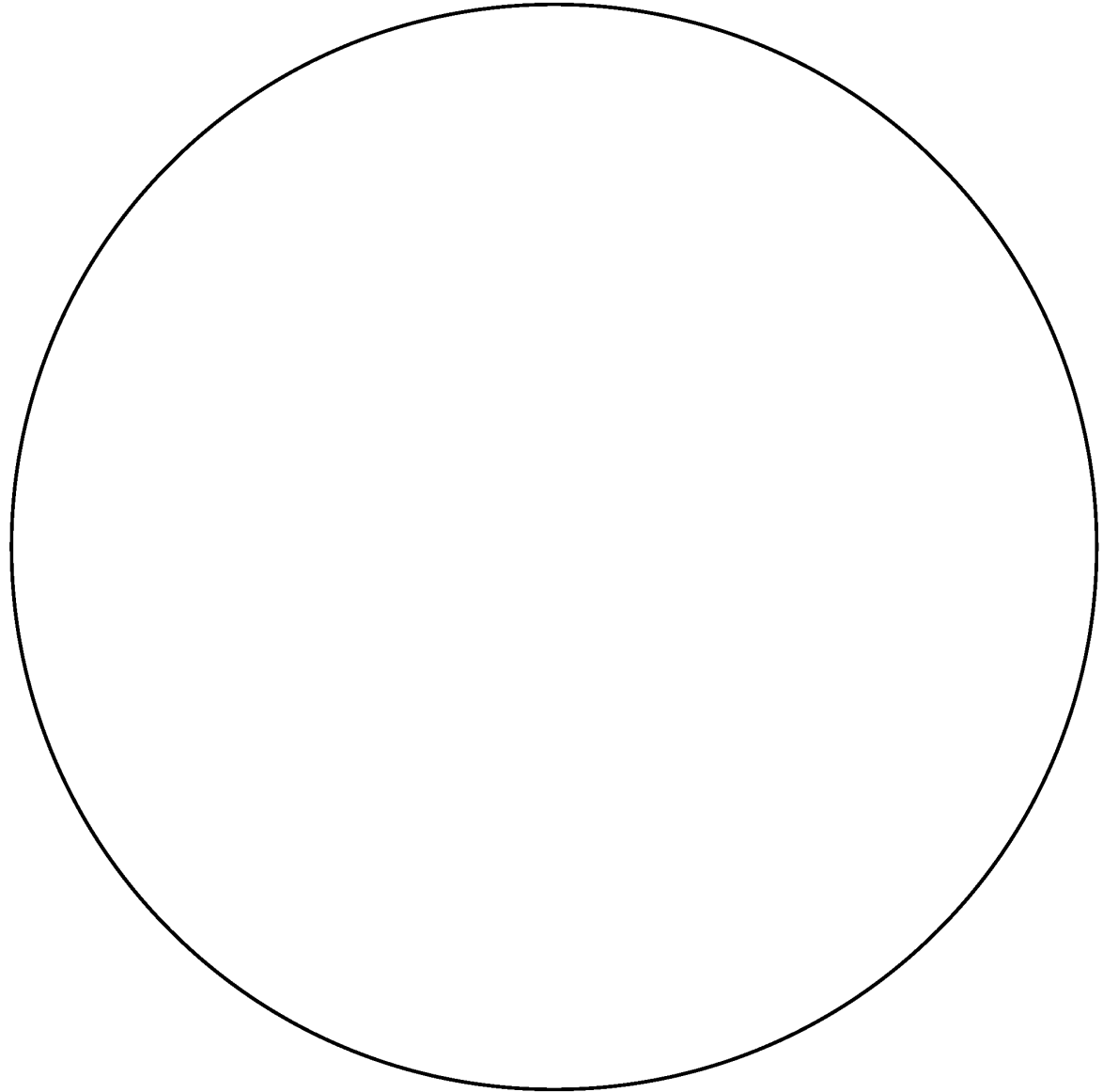
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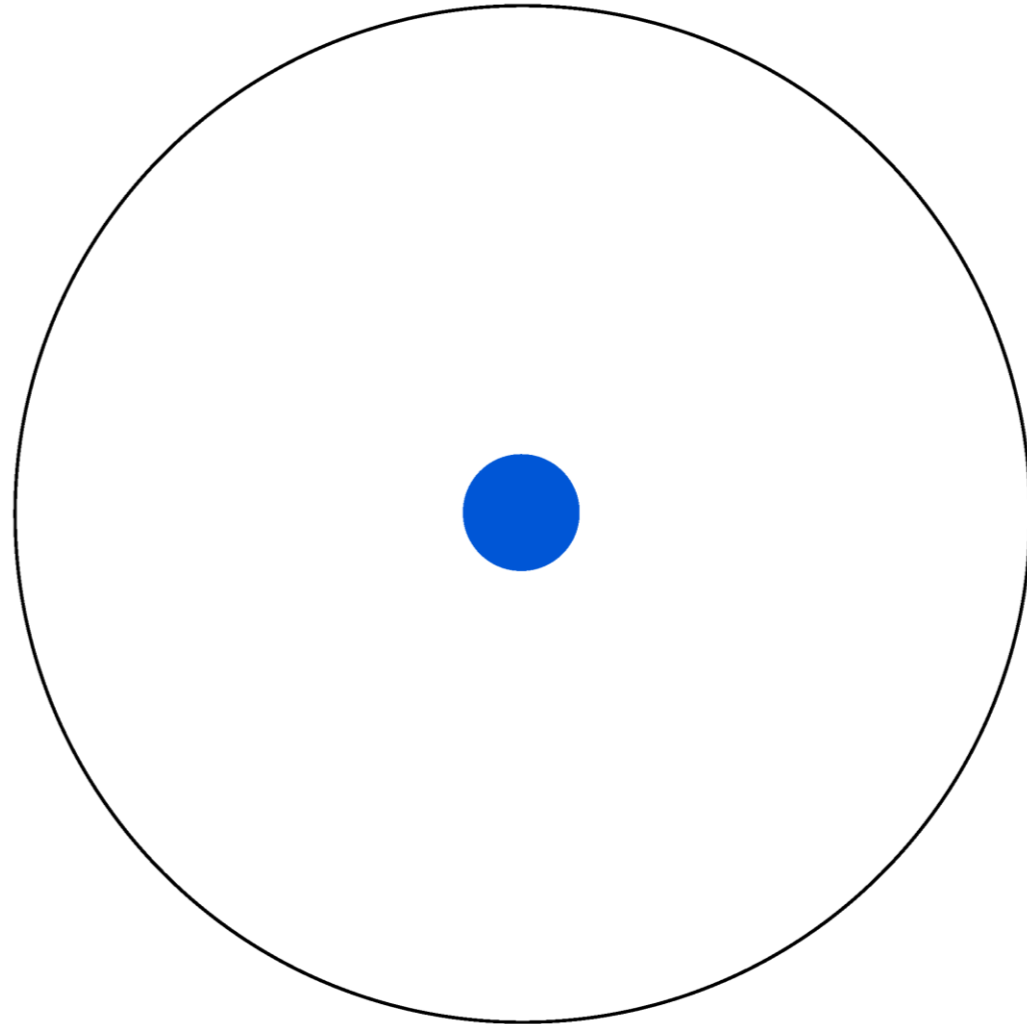
Becoming aware of transferable skills

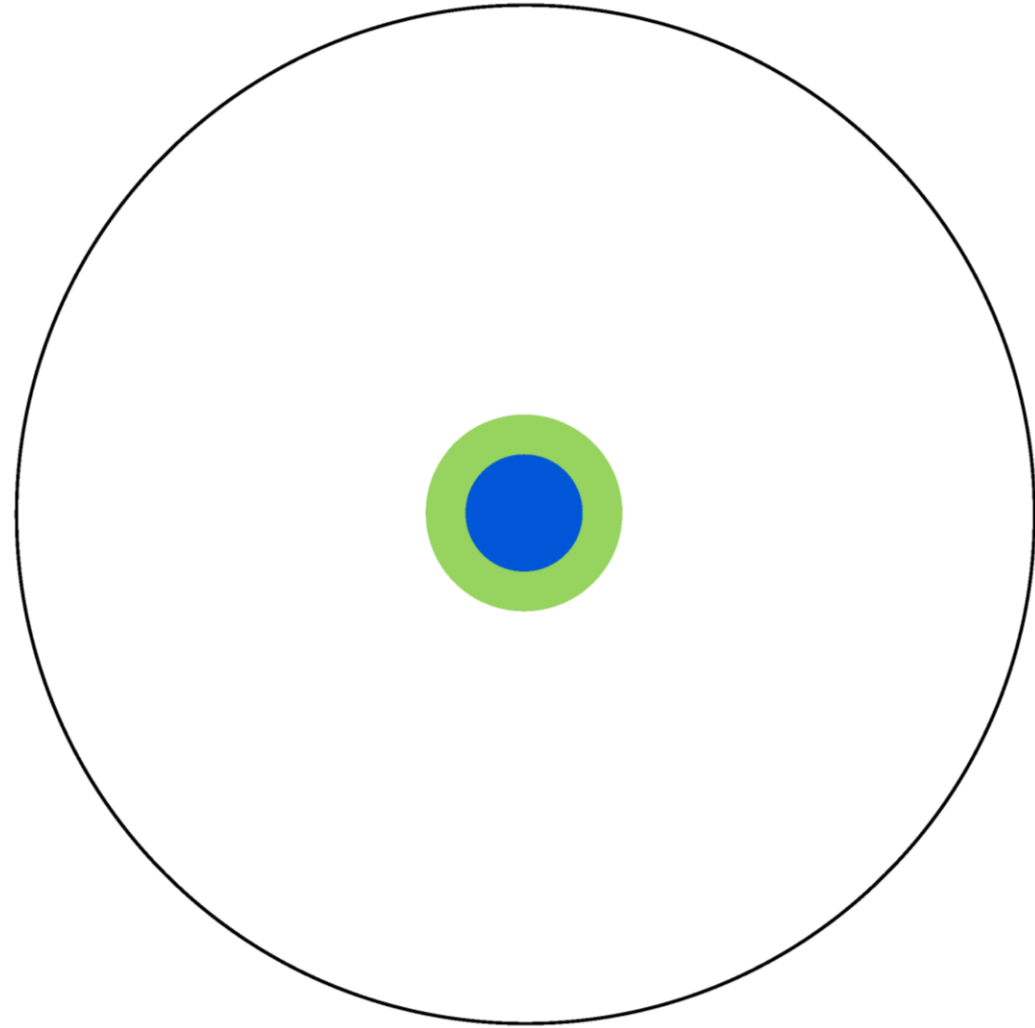
Vivienne Lumayag
Career counselor/ senior advisor HR
Department of organization and personnel, UiO

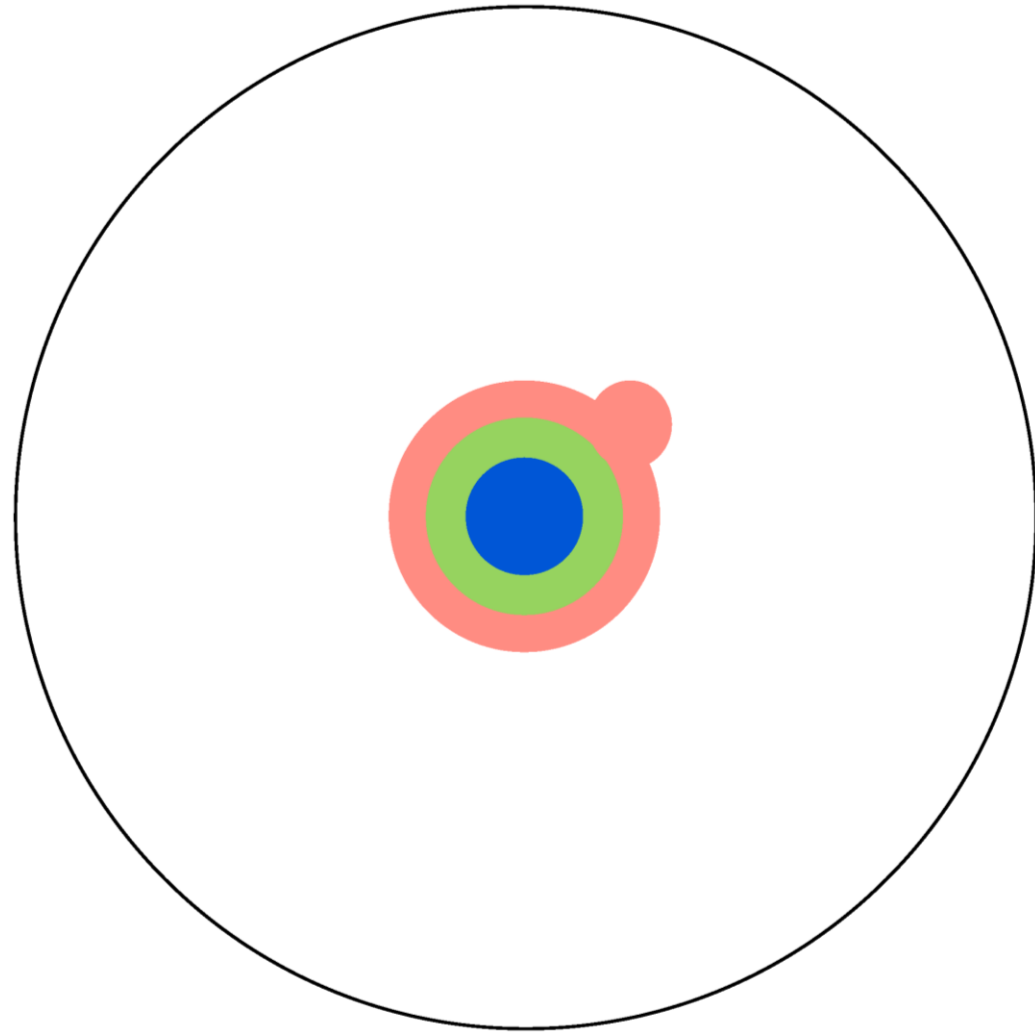
October 29, 2024

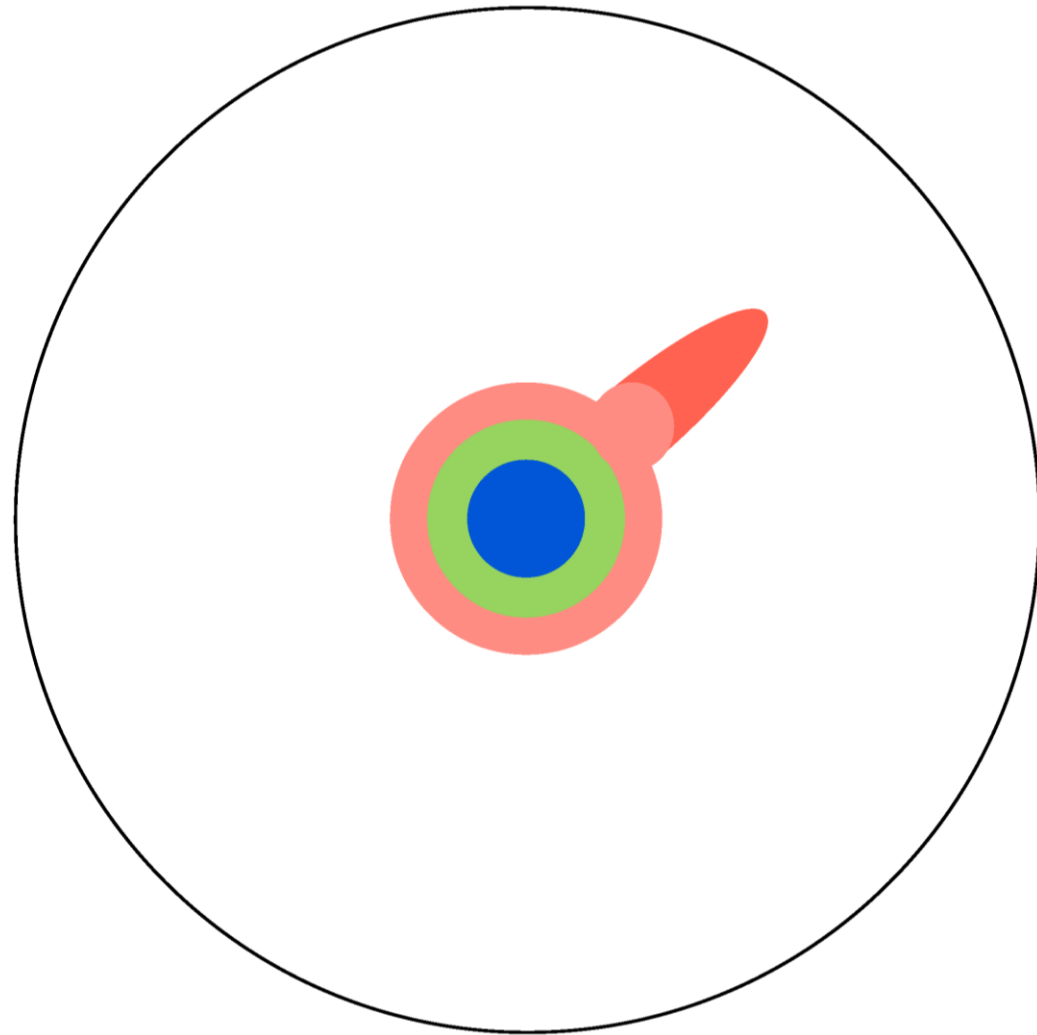


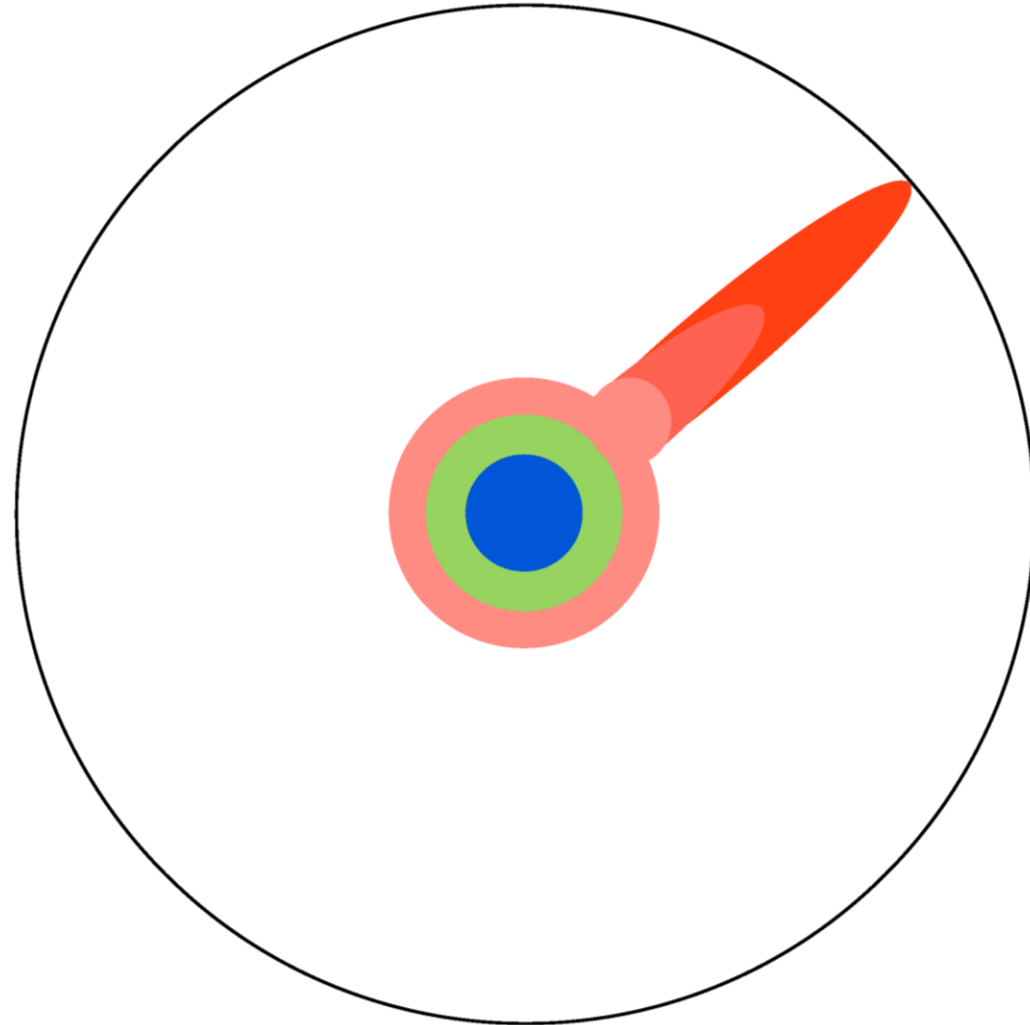


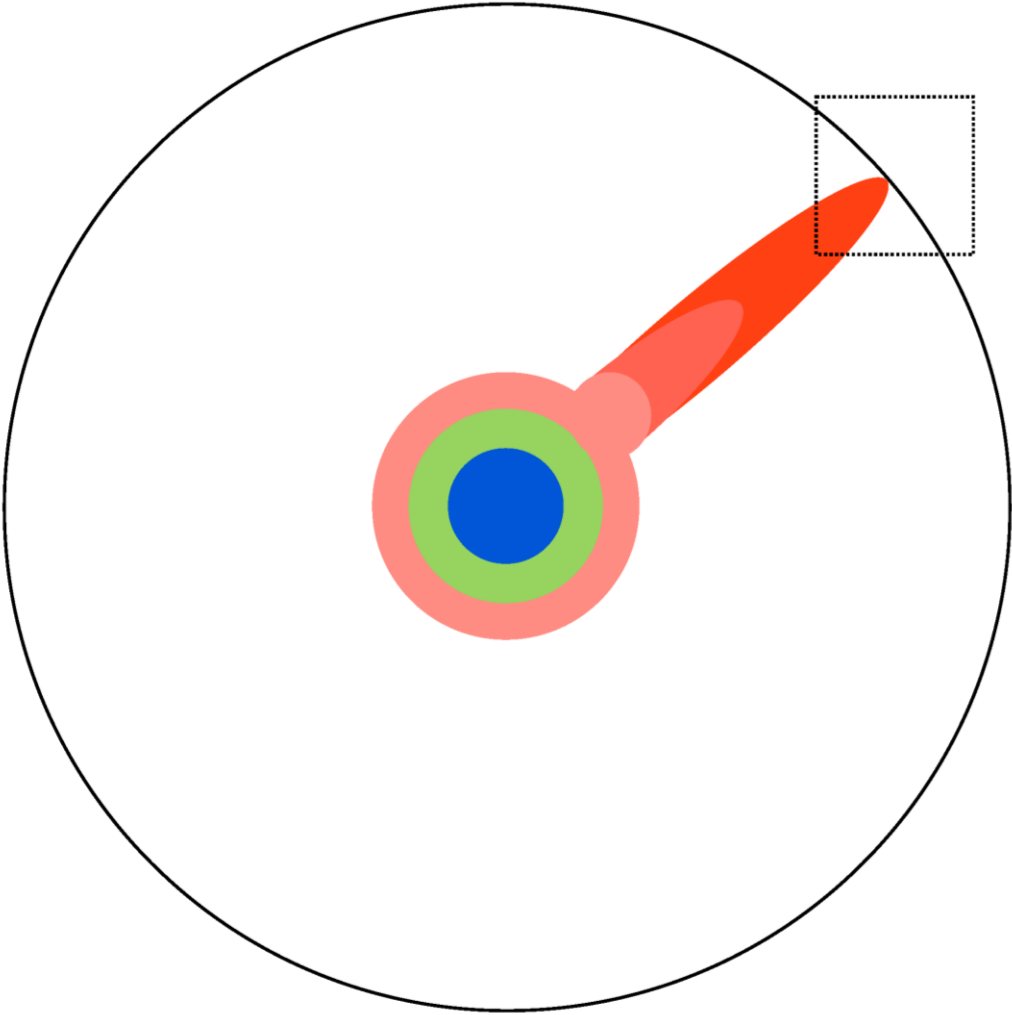


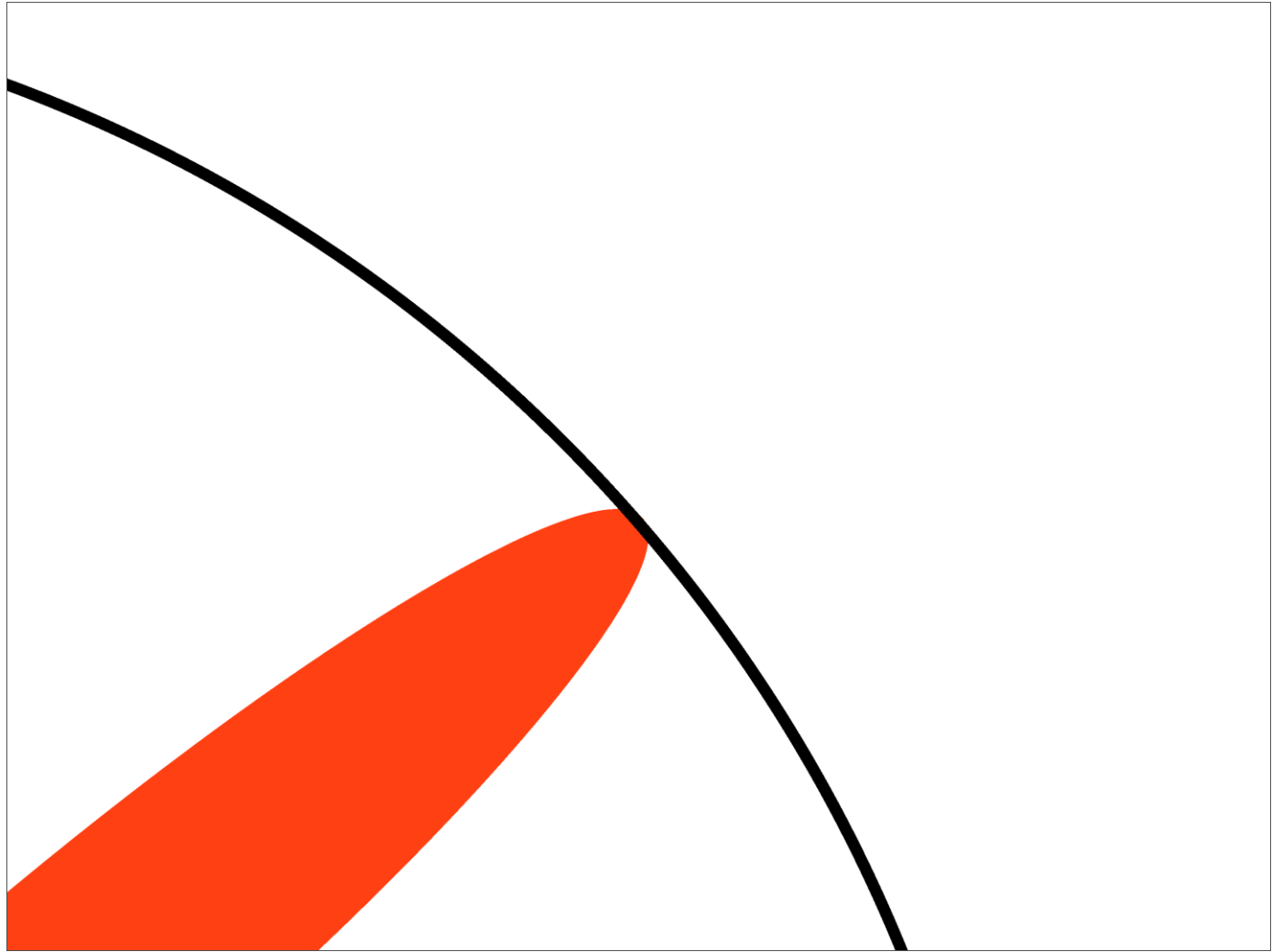


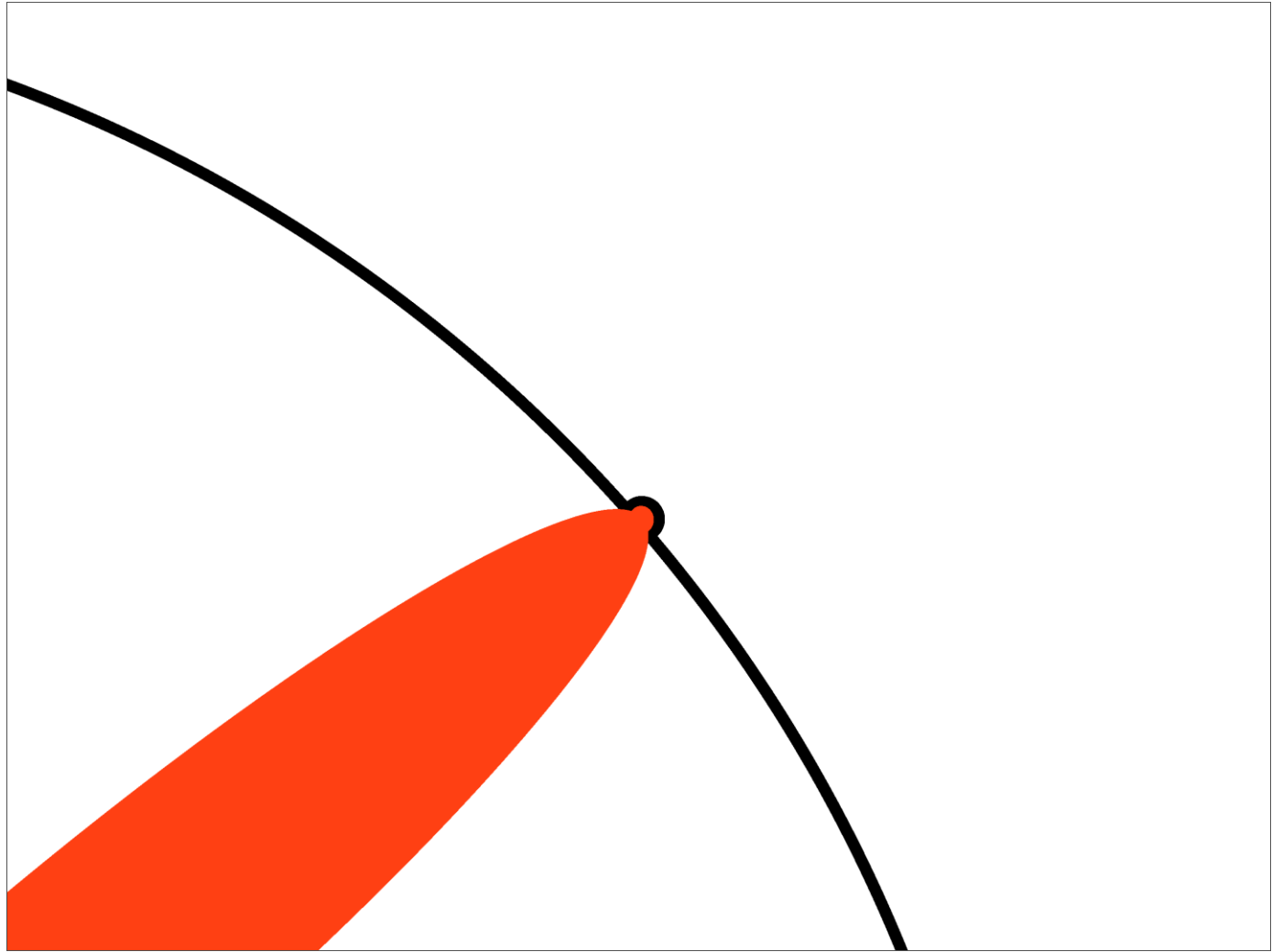


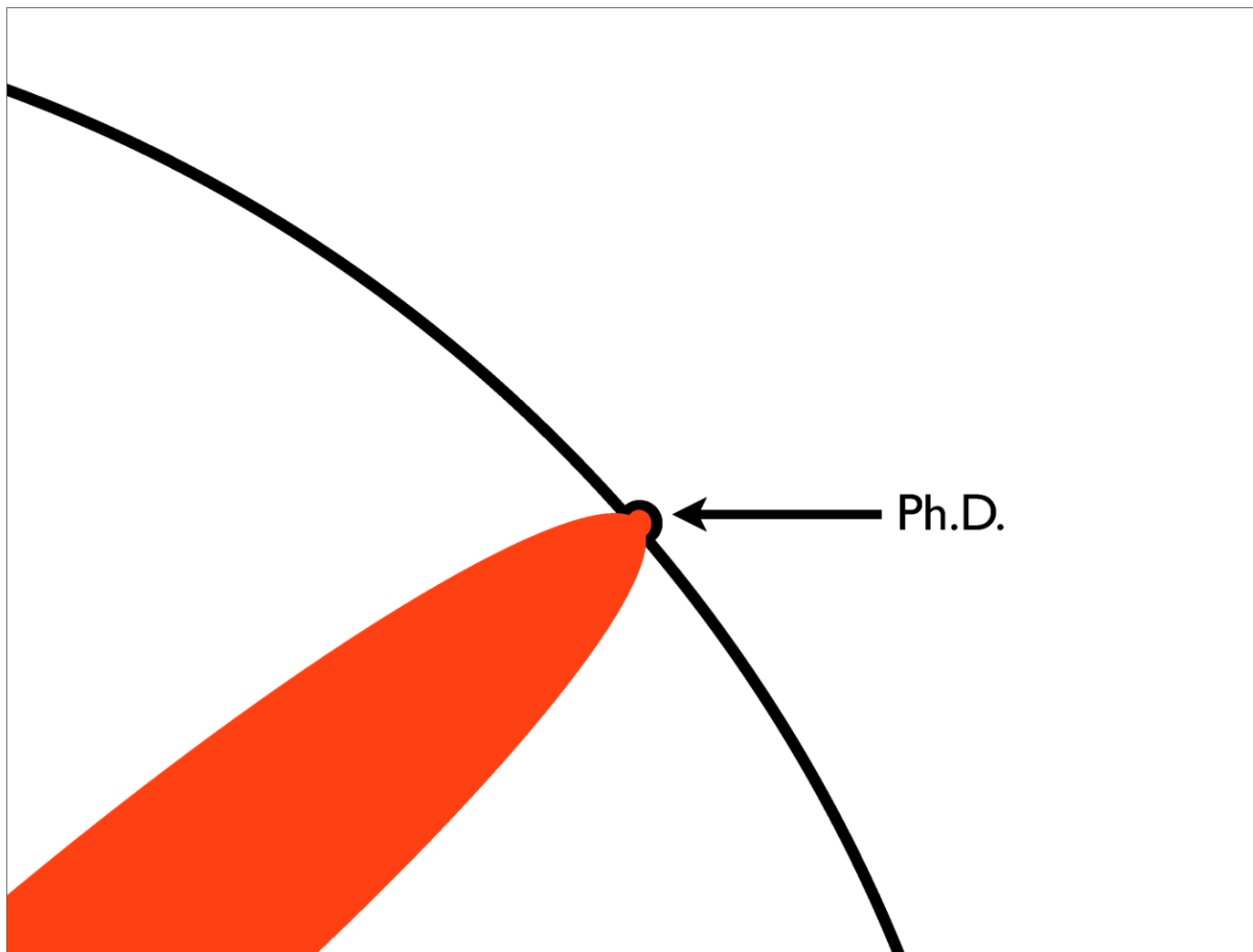








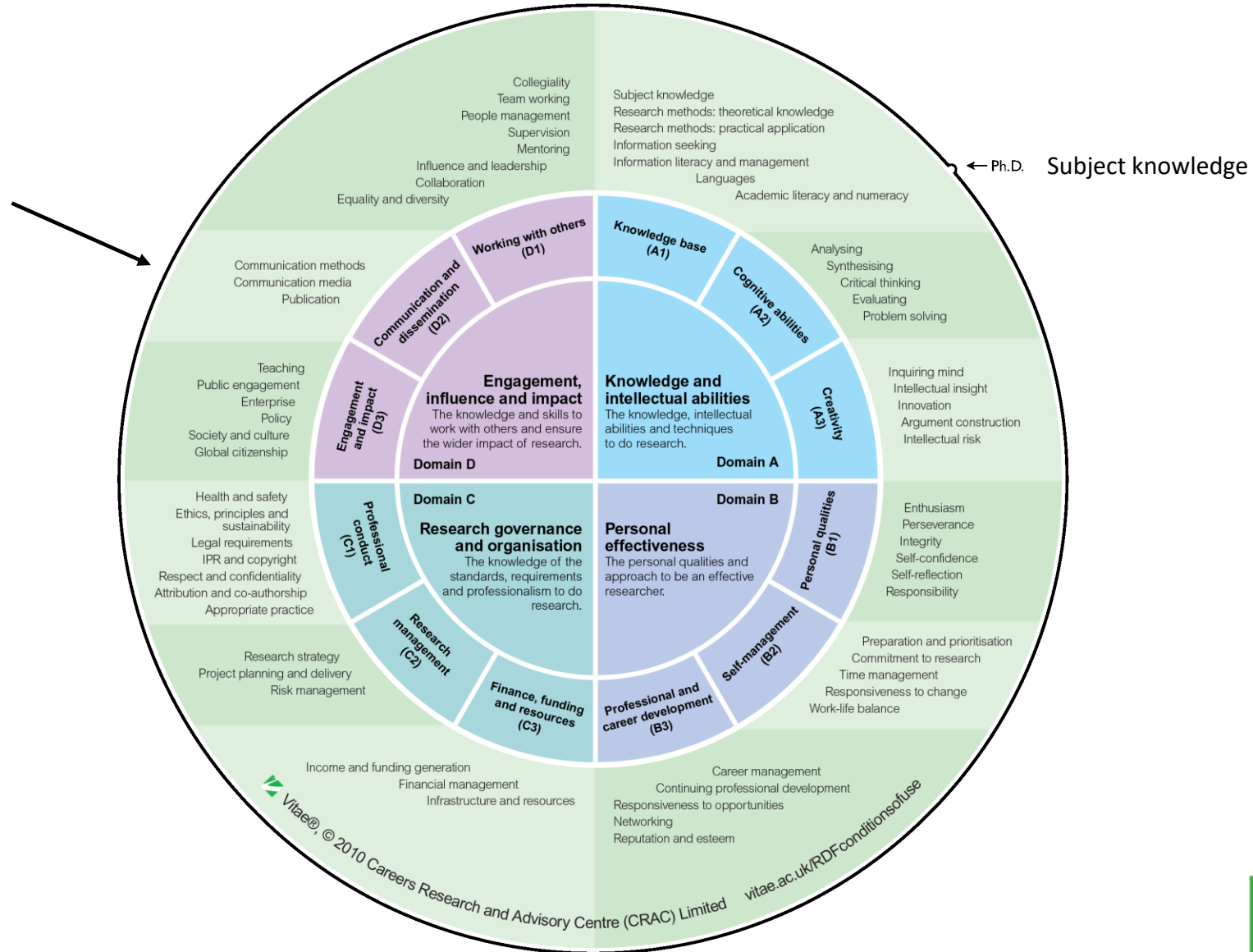




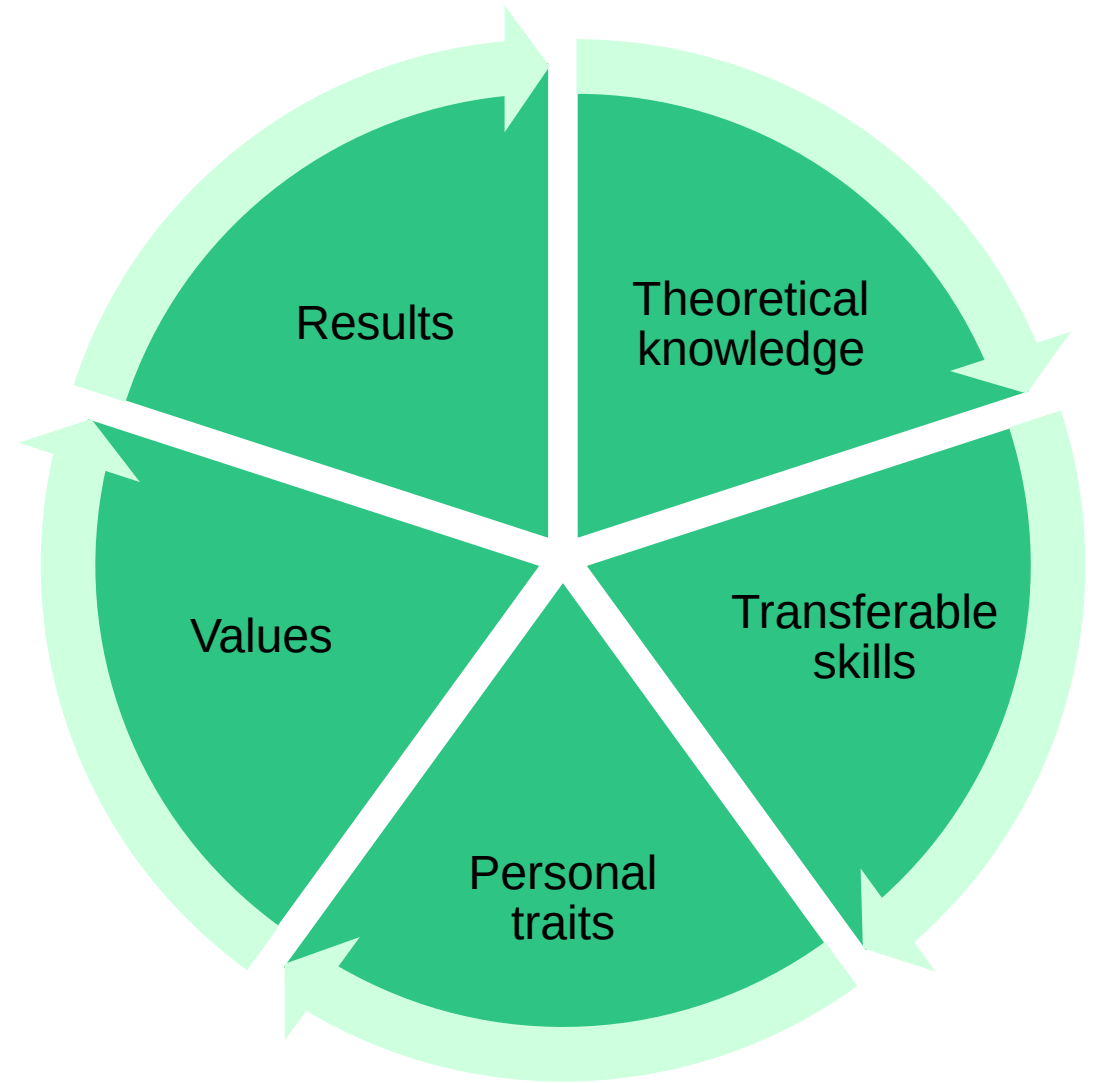


So, don't forget the bigger picture

Researcher skills



Competence mapping



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What are transferable skills?



What is transferable skills?

Know how to organise,
present, collaborate etc

intercultural
communication

Skills that can be used
outside your own area of
expertise

Generally useful skills

Time management

Writing skills

Problem solving

Resilience and dealing
with setbacks

What is transferable skills?

Critical thinking

Leadership

Skills you can use also
outside your regular,
comfort zone

Presentation skills

Writing skills,
disseminations skills,
organizing skills

Soft skills

Independent thinking

Communication, project
management, etc. Skills you
can be used in other fields

What is transferable skills?

Ability to complete a task with high quality in a timely manner.

General skills covering scientific writings, arranging events, networking, leading scientific sessions/debate, leadership, presentations.

MentoringTeachingProject managementPresentation and communication skills Problem solving Working as a team

Skills that can be used broadly across different disciplines such as communication, general methods or project management

skills that can be used for other jobs

Methods and procedures that can be applied in various situations

Leadership, teamwork, communication

Time management, analytical skills, structure/organizational skills, team work/individual work, communication, adaptability

What is transferable skills?

Not transferable skills are the specialised ones: computing a derivative or playing football.

Ability to apply your skill outside of the main field All the skills obtained by young investigators

Teamwork, communication, project management

Skills sets that can be used in vastly different situations.

Networking

Interdisciplinary dialogue competency

Analytical skills, ability to summarize things, reading/writing.

Team work Communication
Presentation skills Problem solving
Writing skills
Flexibility and resilience
Work/life balance

Transferable skills



Skills that are relevant to jobs in all sectors and all levels.



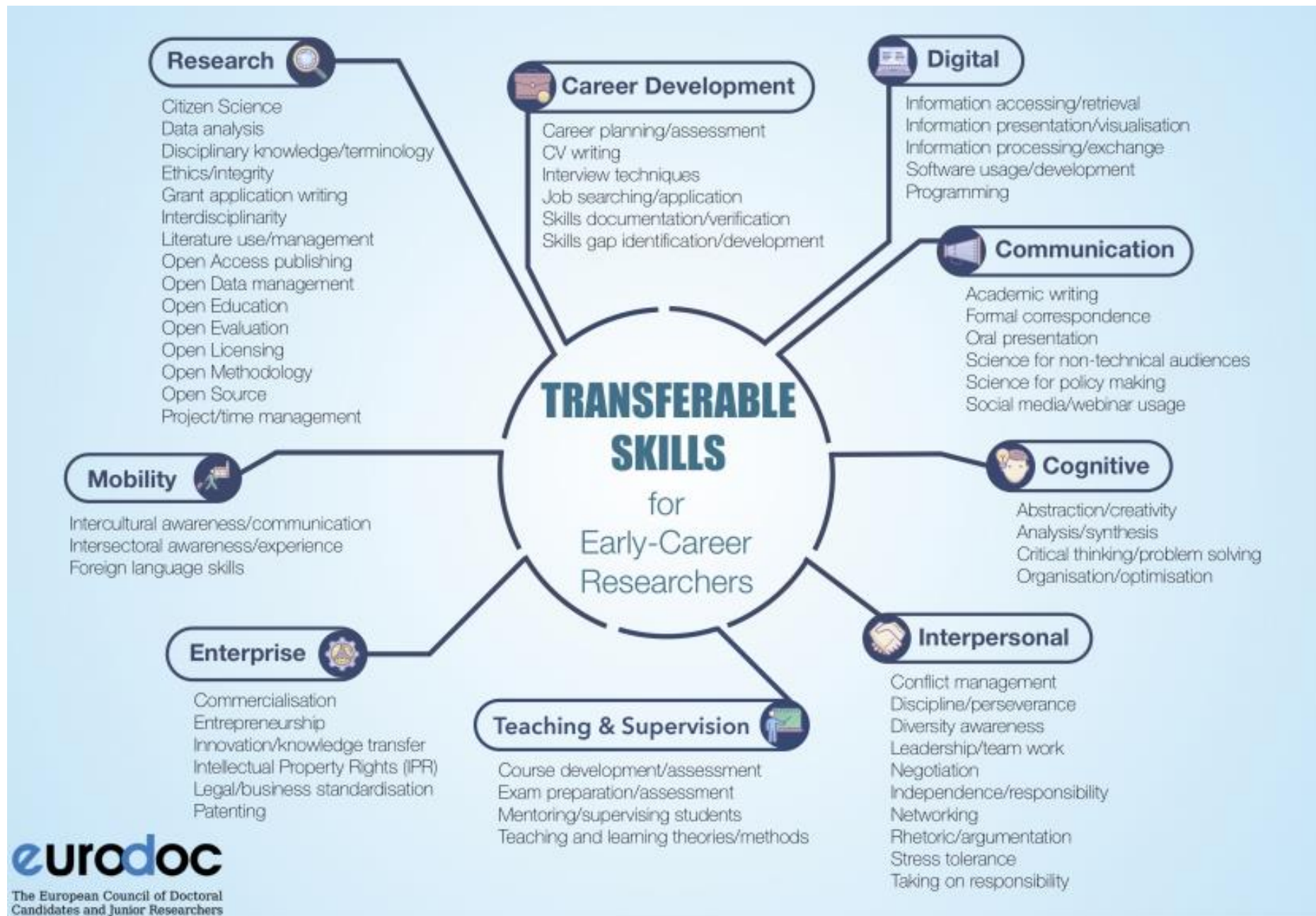
Transferable skills are desirable because if you already have them, your employer will not have to train you in them.



Using appropriate language to describe skills.



Goal: Overcoming the assumptions from other sectors that ECR only know their specific field.



Future of Jobs Report 2023

1. Analytical thinking

2. Creative thinking

3. Resilience, flexibility and agility

4. Motivation and self-awareness

5. Curiosity and lifelong learning

6. Technological literacy

7. Dependability and attention to detail

8. Empathy and active listening

9. Leadership and social influence

10. Quality control

Employer survey among Norwegian companies

1. Good
collaboration skills

2. Communication
and dissemination
skills

3. Theoretical
knowledge

4. Practical
knowledge

5. Critical and
analytical thinking

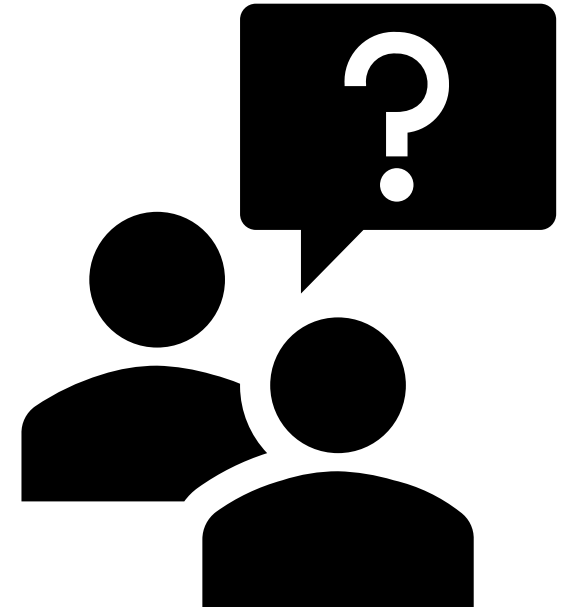
6. Problem solving

7. Understanding
the industry/
business

8. Creativity

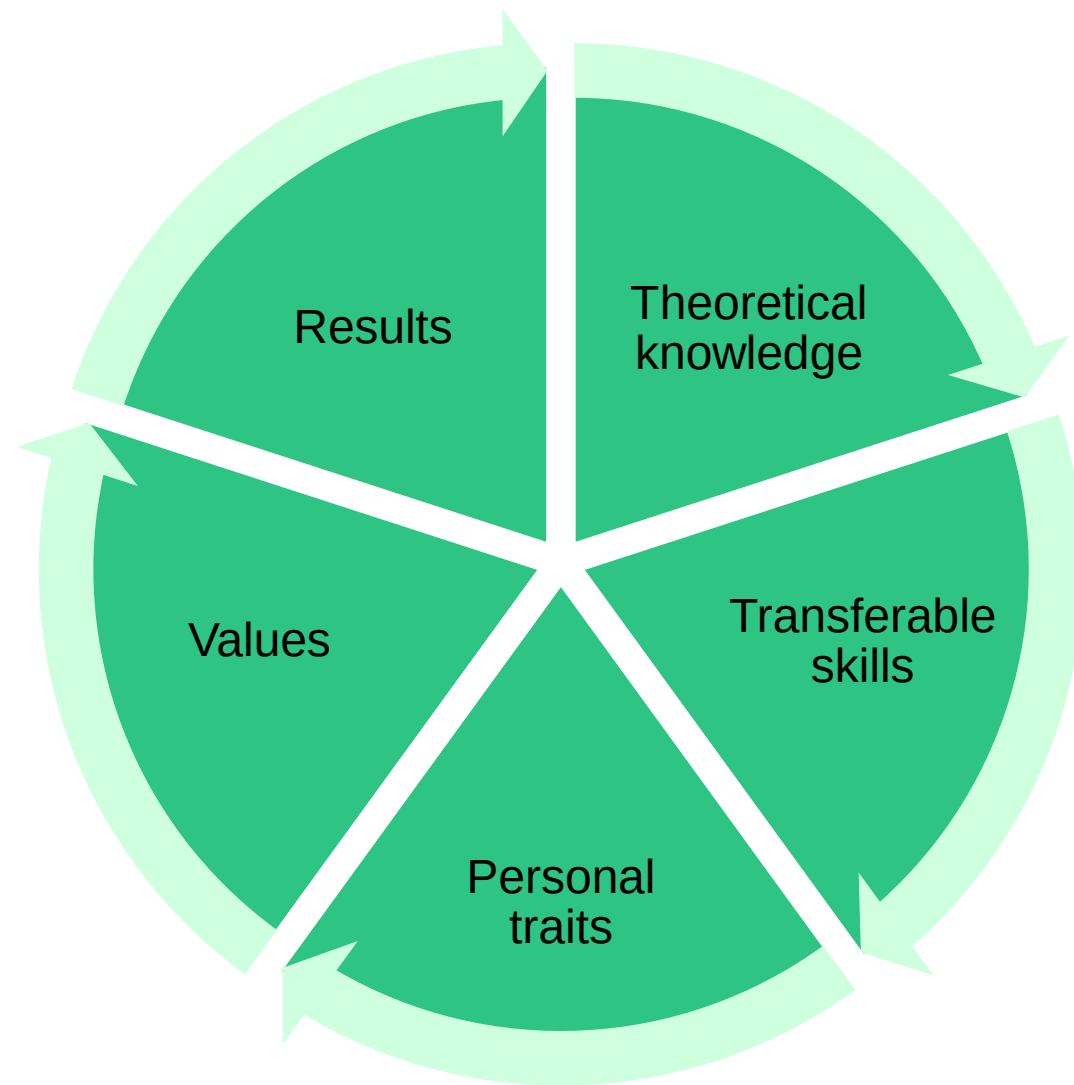
9. Leadership

Can you find 3 transferable skills that you have in common? Give example of how you developed these skills.



«The individual PhD candidate shall be supported in developing a general career awareness of different career paths, as well as insight into one`s own transferable skills».

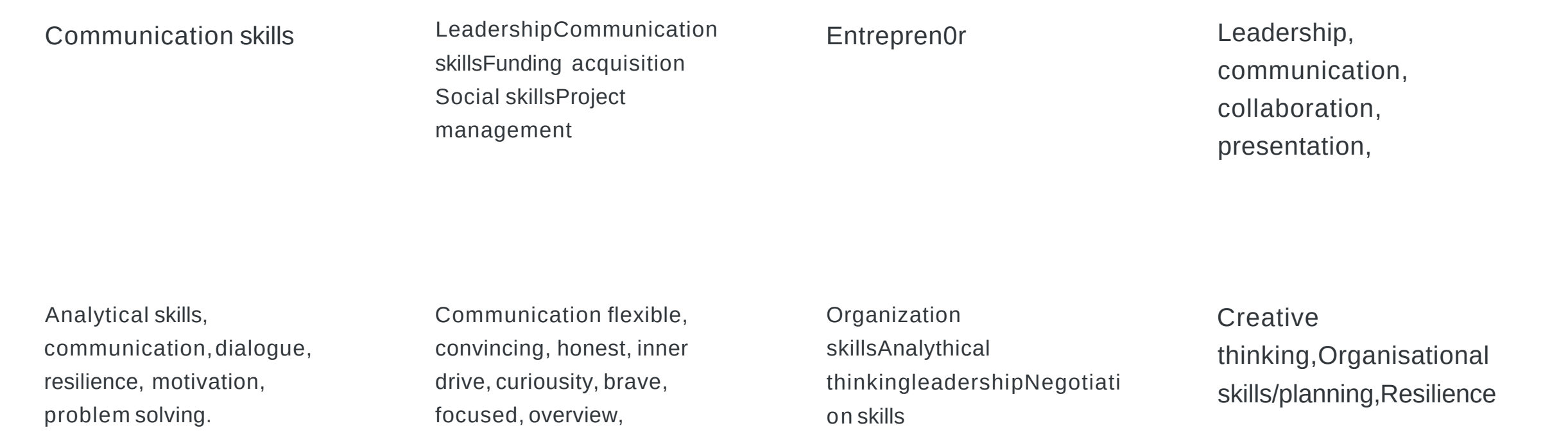
All postdocs and other early career reseachers shall have access to annual career development dialogues and a career plan the form the basis for the career developement dialogues.»



Which transferable skills does our early career reseacher use in their story?

communication leadership adaptability team work social skills innovation interdisciplinary	Communication to diverse audiences, organization skills, leadership and team building, ability to convince people	Communication, popular science talk, leadership, resilience, self-motivation, curiosity, presentation skills,	Resilience, adaptability, interdisciplinary collaboration, intercultural communication, leadership, networking skills.
Leadership	Communication. Creativity. Cooperation skills.	Team buildingCollaborationComm unicationInterdisciplinarylea dershipDissemination	Communication skills, collaboration,leadership, networking, determinant, visionary, resilience

Which transferable skills does our early career reseacher use in their story?



Which transferable skills does our early career reseacher use in their story?

Management,
adaptability

leadershipmanagement

Communication skills, problem
solving. Managing and
supervising (based on role in the
business). Presentation skills
(talking in front of people)

-Comunication skills-HR,
team building, management
Networking-Self-driven

willingness to change

Problem solving
communicstion skills,
resilience, presentation skills,
critical thinking

Networking

Leadership, adaptability

Which transferable skills does our early career reseacher use in their story?

Team building;
leadership;communicatio
n and persuasion

Communication,
leadership,

HonestyHumorEmpathyCom
munication skillsNetworking
skillsOrganisationskills

Cultural understanding

Communication skills,
problem solving, project
management, collaboration

Initiative

Theoretical skillsArbeide
under
pressStressmestringManage
ment skillsTime
managemenDisiplin

Adventorous

Which transferable skills does our early career reseacher use in their story?

Enthusiasm

Leadership

Collaborate with experts
to increase quality,
impact and value.

Networking

Leadership

Obtaining funding
/writing applications

Contributing to a positive
working environment

Acountability

Which transferable skills does our early career reseacher use in their story?

Teamwork

Team& collaboration, time management and career planning, critical thinking,

Able to summarise. Both individual work and team work. Respect for other's science. Communicate to media. Use of social media and biogs.

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Which transferable skills do you think it is important for the centres to focus on?



Which transferable skills do you think is important for the centres to focus on?

Popular science communication

Communication and presentation skills

Problem solving

Teamwork

Interdisciplinary collaboration

Organizational and prioritization: how to say no and how to stay focussed; network growing; independence

Communication, management/leadership, teamwork, planning/organizing, integration, outreach, critical thinking

Collaborate with experts to improve quality, impact and value.

Which transferable skills do you think is important for the centres to focus on?

Work in a multicultural environment

Interpersonal skills (collaboration, communication, leadership, team building, strategic communication, building networks, knowledge exchange)

CommunicationNetworkingTime managementWriting grant applicationsleadership at different levels(project, group etc)

Interdisciplinary dialogue, holistic thinking

cvwriting

Knowledge sharing and communication with other colleaguesMotivatedand eager to learn

Writting skills,Team workPresentation skills Flexibility

Leadership by consensus, See opportunities,conflict handling, ability forabstract thinking

Which transferable skills do you think is important for the centres to focus on?

Taking initiative and leadership

Delegation, collaboration, communication, interdisciplinary, transparency, goal-setting.

Teamwork

Interdisciplinarity

Research dissemination

How can awareness around transferable skills help you?



Individ: CV, cover letter, job interview. Become aware of your competence before you can see your opportunities. Career planning.



Center: Awareness of what you are already good at, and where you can develop further.



Institution: Train-the-trainer for scientific staff so they can have good career dialogues with PhDs and postdocs.



Community: Make the employer outside academia understand what PhDs and postdocs can contribute with.