Presentation of survey and recommendations

Antonio González, M. Teresa Bajo
University of Granada

Raised awareness on the need of career development and career planning for doctoral candidates

Work Package 2.8: Deliverable has the goal to establish better connection, communication and cooperation between Uzbek academia and business and industry sector, and to include these sectors into area of doctoral education through the process of career planning of doctoral candidates.

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FURTHERING THE QUALITY OF DOCTORAL EDUCATION IN UZBEKISTAN

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Raised awareness on the need of career development and career planning for doctoral candidates

- Basically, it consists of two surveys.
    - First survey will be created in order to identify Uzbek **employers' expectations** from doctorate holders and to gain an insight into their requirements for professional and personal competences of doctorate holders (Uzbek business and industry sector).
    - Second survey will be created in order to analyze current level of transferable skills of Uzbek **doctorate candidates**, preparedness to work outside academic sector, and their understanding of the importance of developing these skills (doctoral candidates).

- Using the result of the round table and the two surveys, the consortium will create *Recommendations on the career development and career planning for doctoral candidates in Uzbekistan,*

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Summary of Employers' opinion on providing career opportunities for PhD holders

A. Employers – Company representatives

Number of employees

0-49	50-249	more than 250
2	2	4

The ownership structure of the companies:

public	private	mixed
3	3	2

Core activities of the companies

raw materials	production and industrial production	services
1	5	2

Summary of Employers' opinion on providing career opportunities for PhD holders

International contacts of the companies

over 50%	10-50%	below 10%	none
1	4	1	1

Collaborations with higher education institutions

very frequent	frequent	rare	none
1	2	5	1

Recruitment of graduates from universities/higher education institutions during the last 5 years

yes	no	I do not know
8		

Plans for recruiting graduates from higher education institutions/universities

yes	no	I do not know
8		

Summary of Employers' opinion on providing career opportunities for PhD holders

From which areas of **EDUCATION** do companies mainly attract university graduates?

Engineering	4
Business and economics	4
Linguistics (languages)	
Law	1
Pedagogics (training and education)	1
Medical research	
Humanities	
Art and Design	2
Informatics and telecommunications	
Other social and behavioural sciences	
Other natural sciences	1
Other (please, specify) Music	

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Summary of Employers' opinion on providing career opportunities for PhD holders

The main skills and competencies of graduates according to the priorities of the companies:

- Working with numbers
- Specific industry skills
- Ability to analyze and solve problems
- Good reading/writing skills
- Foreign language skills (English, Russian, etc.)
- Computer, Internet skills, etc.

- Communication skills
- Ability to analyze and solve problems
- Ability to adapt and act in new situations
- Decision making
- Planning, time management and organizational skills
- Teamwork skills

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If the companies are aware of the differences among the different degrees (Ph.D, Master, Bachelor)

yes	yes, but not sure about the exact difference	there are not many differences among them	no
6	2		

Summary of Employers' opinion on providing career opportunities for PhD holders

How is it possible to overcome the main difficulties in preparing doctoral candidates to work in the business sector?

- Closer cooperation between the university and the companies/organization

- Internship at the enterprise during doctoral studies

- Organization of university courses/seminars in cooperation with companies/organizations

- Relevant training courses during doctoral studies

Summary of Employers' opinion on providing career opportunities for PhD holders

What are the preferences of companies whilst recruiting graduates from higher education institutions?

Cooperating with universities and higher education institutions (for example, through joint research projects)	7
Directly hiring candidates with PhD degree to work in a company/organization	1
I don't know	

Summary of Employers' opinion on providing career opportunities for PhD holders

What is the usefulness of different aspects for a company which is hiring candidates with a PH.D. Degree?

- Long-term strategic partnerships with the best universities/institutions of higher education

- Expanding opportunities to attract students to work

- Expanding the network of partners in the areas of academic education and research

- Communicating with highly motivated people with excellent technical and scientific experience

- Obtaining innovative ideas from young researchers with a PhD degree

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Summary of Employers' opinion on providing career opportunities for PhD holders

What are the best ways of cooperating with higher education institutions/universities in the course of cooperation?

Participation in discussions or seminars organized by higher education institutions	2
Personal discussions with directors or teachers of the university	2
Participation in surveys	
Organization of direct recruitment from universities / higher education institutions	3
Cooperation with employment centres	1
Organization of internship programs in collaboration with higher education institutions	3

Summary of Employers' opinion on providing career opportunities for PhD holders

What actions should universities/higher education institutions take to increase the chances of graduates in the labour market?

Make university courses more relevant to the needs of employers	2
Include practical experience to the university curricula	2
Make industry practice/internships at the enterprises an integral part of the curriculum	5
Provide quality postgraduate support (to make the relationship between alumni and companies easier)	1

Summary of Employers' opinion on providing career opportunities for PhD holders

Which of these courses may be useful for candidates with a doctoral degree?

Preparing a good resume and cover letter	2
Preparing for interviews	
Public speaking	2
Conducting correspondence in English	
Entrepreneurship (preparing a business plan, turning innovative ideas into business strategies, etc.);	6
Teamwork and leadership	4
Problem-solving	7
Project Management	3