

STUDY

RECRUITING TALENTS

The added-value of the doctorate degree for employers



With the support of



The Observatory of Research and Scientific Careers launches a new study: « Recruiting talents: the added value of the doctorate degree for employers »

Are you an employer outside the university sector? Do you have supervisory responsibilities? Whatever your experience with doctorate holders, the Observatory is interested in your opinion as an employer.

It will **only take you 10 minutes** to participate in our survey. You can either scan the QR code on the right or click on the following link: <https://bit.ly/37z5BX0>



Why carry out this study?

A growing number of PhD holders are working outside the university sector. However, the results of our [previous studies](#) show that only 34.5% of PhD holders working outside the university sector have jobs that require a doctoral degree or postdoctoral experience. Moreover, many studies suggest that non-academic employers are reluctant to hire PhD holders.

What is the aim of this study?

The aim of this study is to collect quantitative and qualitative data from non-academic employers in order to analyse the added value of a PhD and to identify incentives and barriers to the employment of PhD holders.

Who is our target audience?

The study is focused on "employers", and our target audience is more specifically those responsible for recruitment, human resources, skills management, and/or strategic work-force planning and operations management. In other words, those whose duties may include recruiting, managing and supervising staff, and the organisation's strategic and operational planning.

What are the main themes?

- Strengths and weaknesses of PhD holders;
- Employers' expectations of PhD holders;
- The perception of the added value of the doctoral degree;
- Incentives and barriers to the employment of PhD holders;
- Incentives and barriers to collaboration with universities.

Interested in giving us your opinion in more detail during an online interview?

Contact us via observatoire@frs-fnrs.be



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