EUESCADA "EURAXESS España Career Day"

H2020 - Grant Agreement No.: 741373

Type of Action: Coordination and Support Actions

Call: H2020-SwafS-2016-17

Start date of project: 1st March 2017

Duration: 12 months

Report on the main conclusions of the "Career day participant survey"

Deliverable 3.2

Issued by:	FECYT
Issue date:	April, 18
Due date:	Februrary, 18
Work Package Leader:	FECYT

Document History	
(Revisions – Amendments)	
Version and date	**Changes**
25/05/2018	Version 1.
08/06/2018	Final version

Table of contents

Introduction

During 2017 and 2018, 5 so-called "ERA Career Days" took place in different cities in Spain (https://www.euraxess.es/spain/spain-network/euescada-euraxess-espa%C3%B1a-career-day). These events aimed at offering as much information as possible to last-year university students and researchers in Spain currently facing career decisions. Information about European and national funding opportunities, professional alternatives to academia, geographical mobility options, skills and competencies of researchers and how to improve them, were be offered. In a word: the objective was that researchers are better prepared when making their career choices.

These ERA Career Days were also a fantastic opportunity to survey participants (mostly researchers and students) about their satisfaction with the information days, their professional situation and career expectations, as well as their own perceptions about their performance in a number of competencies and skills. It was understood that being able to gather this information would be most helpful for research performance organizations and science policy makers to better understand the researchers needs and to identify areas of improvement in terms of their training. In addition, this first compilation of input could offer the basis for future career tracking exercise.

960 researchers, students, professionals and unemployed participated in the initiative, and 538 of them provided some input (only few replies were mandatory) for the survey that was prepared by FECYT and the advisory board to the project (D3.1).
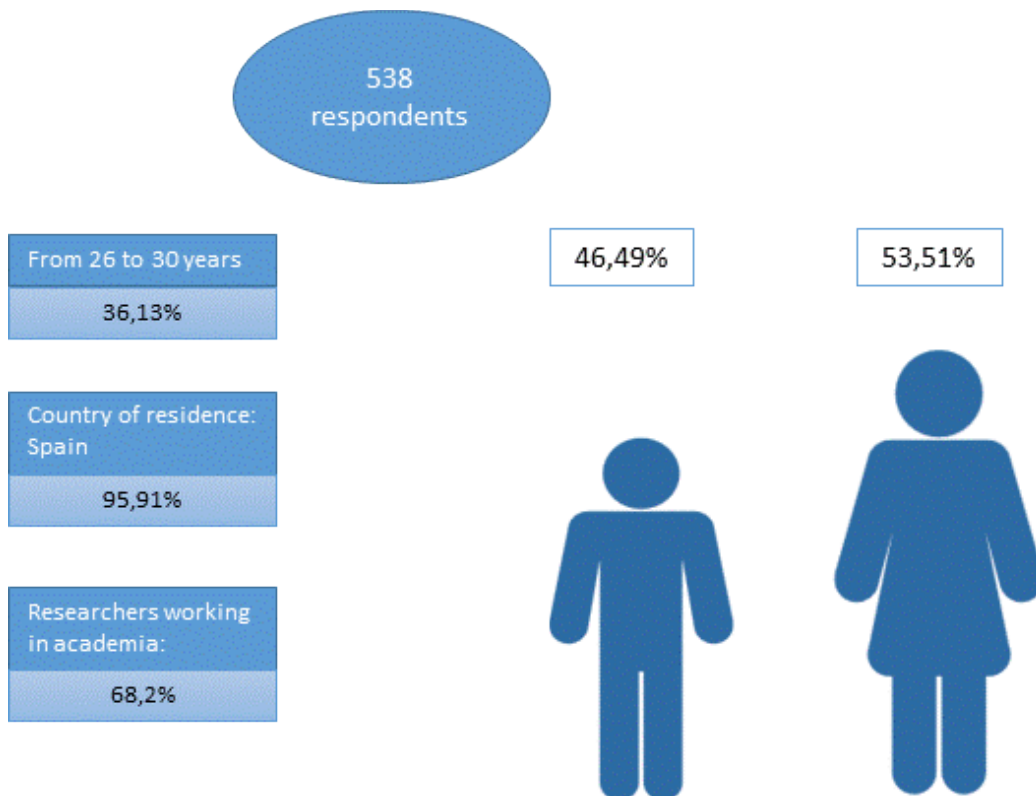
The main findings of this exercise are gathered in this report.

Main results of the survey regarding satisfaction with the ERA Career Days in Spain, professional situation and professional expectations

PROFILE OF PARTICIPANTS IN THE ERA CAREER DAYS

- ✓ 960 participants from the 5 ERA Career days were surveyed. 538 (56,04%) of them replied to the questionnaire.
- ✓ 53,1% were women.
- ✓ 36,13% were between 26 and 30 years old.
- ✓ 95,91% of respondents were residents in Spain.
- ✓ 68,2% were researchers, 8,3% were students and 8,7% were unemployed.
- ✓ 70,6% of the researchers were post-docs.

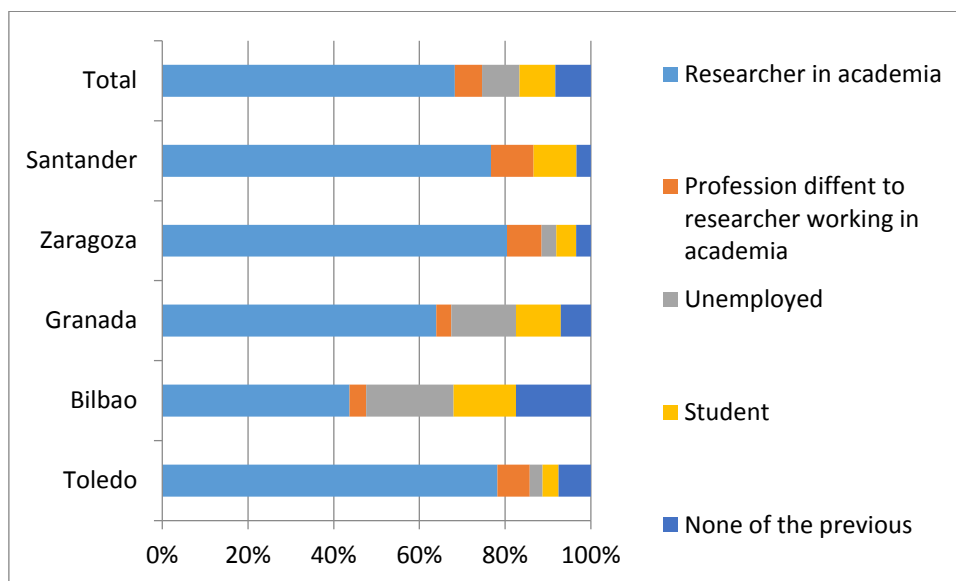**Graph 1. Profile of participants in the Spanish ERA Career days**

SATISFACTION DEGREE OF PARTICIPANTS IN THE ERA CAREER DAYS

- ✓ Respondents rated with a 3,9 their satisfaction degree with the career days they attended (in a 1-5 scale from less to more).
- ✓ **94,3 % of respondents would recommend a similar event to their peers.**
- ✓ Participants ranked with a 3,6 (in a 1-5 scale from less to more) their willingness to have geographical or sectoral mobility after their participation in the ERA career day.
- ✓ **Participants ranked with a 4,0 (in a 1-5 scale from less to more) their willingness to use EURAXESS Jobs next time they would be seeking for a scientific job.**

PROFESSIONAL SITUATION OF PARTICIPANTS

Graph 2. Professional situation of participants in each career day and in total (in %)

Professional situation of participants in each career day and in total. Number of respondents: 469						
Profession/ ERA Career day	Researcher in academia	Profession other than researcher working in academia	Unemployed	Student	None of the previous	Total
Toledo	104	10	4	5	10	133
Bilbao	45	4	21	15	18	103
Granada	55	3	13	9	6	86
Zaragoza	70	7	3	4	3	87
Santander	46	6	0	6	2	60
Total	320	30	41	39	39	469

MAIN FEATURES REGARDING THE CURRENT PROFESSIONAL SITUATION AND PROFESSIONAL EXPECTATIONS PER TYPE OR PARTICIPANT IN THE ERA CAREER DAYS

Each type of participant (researcher in academia, professionals other than researcher in academia, unemployed and students) was asked about their current professional situation and professional expectations for the future. The main findings per type of participant are highlighted next.

1. RESEARCHERS IN ACADEMIA

Main features of researchers in academia participating in the ERA career days. Number of respondents: 315		
Thematic area of their research	Biology and health sciences	38,4%
	Engineering and computation	26,0%
	Social Sciences, Economics, Law	13,9%
Have you worked as something else than researcher in academia?	No	51,4%
Have your worked abroad?	Yes	56,8%
What were your reasons to start a doctorate?	I wanted to become a researcher	60,3%
	My director or professor encouraged me to and I was not aware of other options	19,3%
Do you think it´s worth it to have a PhD? [More then 90% answered above 3]	Rating 5 in a 1-5 scale (very strongly agree)	30,9%
	Rating 4 in a 1-5 scale (strongly agree)	30,0%
	Rating 3 in a 1-5 scale (agree)	30,2%

RESEARCHERS IN ACADEMIA. How would you rank your performance in the following skills? Number of respondents:	
Competencies	**Rank (in a 1-5 scale)**
Problem solving	4,11
Collaboration	4,11
Adaptability	4,09
Organization	3,99
Research skills	3,95
Communication	3,92
Scientific and technical knowledge in my field	3,88
Emotional intelligence	3,86
People management	3,73
Creativity	3,73
Writing skills	3,57
Innovation	3,45
Project management	3,42
Economic and budget management	3,18
Other	3,04
Knowledge of industry	2,70

RESEARCHERS IN ACADEMIA. What do you think are the most valued skills for your supervisor?	
Competences	**Rank (in a 1-5 scale)**
Research skills	4,51
Problem solving	4,49
Scientific and technical knowledge in my field	4,46
Writing skills	4,32
Organization	4,31
Adaptability	4,24
Creativity	4,22
Collaboration	4,15
Communication	4,11
Other	4,01
Innovation	3,90
Project management	3,73
People management	3,62
Emotional intelligence	3,61
Economic and budget management	3,43
Knowledge of indusry	3,07

RESEARCHERS IN ACADEMIA. What do you think are the most valued skills for employers outside academia?	
Competences	**Rank (in a 1-5 scale)**
Adaptability	4,63
Problem solving	4,61
Organization	4,55
Collaboration	4,54
Innovation	4,53
Creativity	4,48
Knowledge of industry	4,47
Other	4,40
Communication	4,39
Project management	4,38
People management	4,34
Economic and budget management	4,34
Scientific and technical knowledge in my field	3,99
Emotional intelligence	3,95
Research skills	3,86
Writing skills	3,66

RESEARCHERS IN ACADEMIA. What is your long-run professional expectation? (multiple choice question)	Respondents	%
Career in academia (as researcher or teacher)	215	40,19%
Research career outside academia	110	20,56%
Education professional	69	12,90%
A non-related research job outside academia	49	9,16%
Another role in academia (project manager, lab technician, etc.)	47	8,79%
I want to build my own business	30	5,61%
Others	15	2,80%

2. PROFESSIONALS NOT BEING RESEARCHERS IN ACADEMIA (project managers, technicians, researchers

Professionals other than researchers in academia. Main features of respondents being professionals other than researchers in academia (respondents=27)		% total
Sector of your company	Academia	29,6%
	Public administration	14,8%
	Health and social work	11,1%
What is your main role at the company?	Project manager	14,8%
	Researcher outside academia	11,1%
	Science communication professional	11,1%
	Education professional	11,1%
Country of work	España	96,3%
Have you worked abroad?	No	66,7%
Salary	15.000-20.000 euros	15,4%
	30.000-35.000 euros	15,4%
	40.000-50.000 euros	15,4%
Do you have experience as researcher in academia?	Yes	66,7%
If you have the experience: for how long you worked as a researcher in academia	Less than 4 years	61,1%

Professionals other than researchers in academia. Reasons to leave academia for those who were researchers in the past (multiple choice question)	Average
Other	4,00
I did not want to keep working on temporary contracts	3,75
I was looking for better professional expectations	3,63
I couldn´t get enough funding for my research	3,29
I couldn´t get a permanent position in my field	3,18
I was looking for a better work/life balance	3,18
I was looking for more work stability	3,13
I wanted to have more options to make more money	3,00
I wanted to build a career outside academia	2,82
I wanted a better wok atmosphere	2,63
I wanted to do something beyond research	2,25
I did not want to leave the country to work	2,20
I had personal and/or family circumstances	1,73
I wanted to be self-employed/build my own business	1,60

Professionals other than researchers in academia. What was the most useful thing for you when looking for a job? (multiple choice question)		
Tools	Total	%
Active job search (online platforms, newspapers,etc.)	10	26,3%
Personal networks	9	23,7%
Professional networks	7	18,4%
I already had a professional relationship with my employer	4	10,5%
Career advice services at my university	3	7,9%
Others	3	7,9%
Headhunters	2	5,3%

Professionals other than researchers in academia. What skills do you think are the most valued by your employer? (multiple choice question)	
Skills	**Rank (in a 1-5 scale)**
Organization	4,41
Problem solving	4,32
Creativity	4,29
Collaboration	4,21
People management	4,13
Adaptability	4,10
Emotional intelligence	4,04
Communication	3,91
Innovation	3,91
Writing skills (papers, projects, thesis, etc.)	3,90
Project management	3,70
Other	3,67
Budget and economic management	3,65
Scientific and technical knowledge in my field	3,62
Research skills (observation, analytical techniques, hypothesis generation)	3,40
Knowledge of the relevant industry	3,05

3. STUDENTS

Main features of students participating in the ERA Career Days. Respondents: 141			
		% total	**Total**
What are your professional expectations? (multiple choice question)	Career in academia (as researcher or professor)	29,8%	42
	Career as a researchers outside academia	22,7%	32
	A job outside academia and non-related to research	13,5%	19
Do you think you have enough information to make the right decisions regarding your career?	3 (in a rank of 1-5)	51,4%	37
Where do you get your information from when it comes to professional options? (multiple choice question)	From other students	36,7%	47
	From professors of my university	26,5%	34
	From job fairs	24,2%	31

STUDENTS. How would you rank your performance in the following skills? (multiple choice question)	
Skills	**Rank (in a 1-5 scale)**
Collaboration	4,17
Adaptability	4,17
Organization	4,05
Emotional intelligence	3,98
Problem solving	3,94
Communication	3,94
People management	3,88
Project management	3,70
Scientific and technical knowledge in my field	3,65
Creativity	3,65
Research skills	3,63
Writing skills	3,52
Innovation	3,44
Economic and budget management	3,28
Industry knowledge	3,14
Other	2,78

4. UNEMPLOYED

Main features of unemployed participating in the EURAXESS Career days. Number of respondents: 44			
		% total	Total
How long have you been unemployed?	Less than one year	70,5%	31
What is your ideal job? (multiple choice question)	Researcher outside academia	30,0%	27
	Career in academia	23,3%	21
What are the most useful tools for you in order to look for a job? (multiple choice question)	Active job search (jobs platforms, newspapers, etc.)	42,7%	32
	My professional network	26,7%	20
What are the main difficulties you are finding while looking for a job? (multiple choice question)	I don´t have any experience in the available jobs	30,4%	21
	I don´t have the required skills and competences in the available jobs	15,9%	11
Do you have any experience as researcher in academia?	Yes	72,1%	31
Have you used EURAXESS Jobs to look for scientific jobs?	No	55,6%	10
	Yes	44,4%	8