Career Planning for HDRs
What’s next? Industry careers

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PVC(Graduate Employment)
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Graduate Outcomes of PhDs

• Over half of PhD graduates globally are employed outside academia
• 2015 global *Nature* survey of science HDR students: 60% reported being likely or very likely to work in industry, 61% in government or not-for-profits.
• Having a PhD is not as rare or valued as it used to be!
• Building a career outside of academia should not be Plan B!
• Evidence that PhD graduates applying for roles outside academia are not able to leverage their PhD or articulate their skills and value proposition effectively
Australian data

Learnings from Griffith Reconnect project (2018): (1240/4000 HDR grads surveyed)
• 57% of HDR grads were working in academia
• Graduates reported that the experience of undertaking an HDR was important and professionally useful to them, irrespective of whether they subsequently worked within the field of their PhD discipline

Survey of 3800 Deakin PhD graduates (2016):
• 43% were working in industry, 41% in academia
• 14% were not working. 1/3 were working part time.
Undertaking a PhD does not just provide a deep understanding of particular discipline; it instils the ability to critically analyse complex issues and find new ways of looking at a problem and then to devise and implement solutions. These are essential skills in any workforce. The process of doing a PhD shaped the way that graduates thought and worked. At one level, the PhD was important to them for its inherent value, regardless of the discipline background.”

- Griffith Reconnect project
How are Business & Industry Careers for PhDs Different?

- The value of a PhD outside of academia is different: What is important is not the PhD or publications but the transferrable skills and work experience gained during the project:
  - Critical thinking, Complex problem solving, Analytical/investigative skills, Evidence based decision making, Communication and Influencing, Project management, Self-management

- Business & Industry roles have a different focus and expectation!
  - Measurable outcomes vs. finding new knowledge and publishing papers
  - Role could be research focused or not
  - PhD is treated as highly valuable work/professional experience

Experience within business or industry is also highly valued in academia. Doing an internship or working outside academia during your candidature can be very beneficial.
Career outcomes of PhDs

Type A: Open Roles
PhD is not required but skills gained are highly valued
- Consultant
- General Manager

Type B: Industry Roles
PhD/research degree is required to work in a R&D environment
- Data Scientist
- Research Scientist
- R&D Director

Type C: Academic roles
PhD, publication track record and teaching experience required
- Research Fellow
- Professor

Type D: Creating work
PhD training and mindset to create new knowledge and drive new frontiers
- Founder/CEO
- Entrepreneur
- Director
- Social Enterprise

Your qualification serves a different purpose in each type of Role and needs to be positioned and articulated accordingly.
What do you enjoy most about your research?

- Solving a problem/developing a solution
- Understanding/analysing the problem
- In-depth learning about one topic
- Collecting data/surveys/interviews
- Analysing data/presenting stats
- Transferring the knowledge through teaching
- Presenting and publishing papers
- Writing reports
- Having time to think

What role/sector/setting will enable you to do what you love and bring out the best in you?
Projected Employment Growth by Industry:
Five Years to November 2020 (‘000)

- Health Care and Social Assistance: 250.2
- Professional, Scientific and Technical Services: 151.2
- Education and Training: 121.7
- Retail Trade: 106.0
- Accommodation and Food Services: 98.8
- Construction: 87.0
- Transport, Postal and Warehousing: 52.2
- Public Administration and Safety: 51.2
- Financial and Insurance Services: 37.4
- Administrative and Support Services: 32.6
- Rental, Hiring and Real Estate Services: 25.8
- Other Services: 25.5
- Arts and Recreation Services: 24.5
- Information Media and Telecommunications: 8.8
- Wholesale Trade: 3.1
- Electricity, Gas, Water and Waste Services: 0.8
- Agriculture, Forestry and Fishing: -9.4
- Mining: -45.7
- Manufacturing: -45.7

90% of new jobs will be in services
There are jobs and careers for PhDs in every sector

Employment Outlook to November 2020
Based on the Department of Employment’s 2016 employment projections
Career profiles
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