



Vaasan yliopisto
UNIVERSITY OF VAASA

Enhancing Doctoral Education and Career Prospects: International and Finnish Initiatives and the University of Vaasa's Role

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Background

Doctoral Education Pilot by the Ministry of Education and Culture

- ▶ Recruitment of new doctoral researchers:
 - Finnish universities hired **1,000 new doctoral researchers** for three-year fixed-term positions to complete their doctoral degrees. Of these, 800 positions are allocated to Finnish Flagship Programme fields, and **200 positions** to other research areas.
- ▶ Funding and implementation:
 - The pilot has a total budget of **€255 million** and includes 15 field-specific doctoral education pilots. Nine of these are related to flagship fields, while six cover other research areas. The pilots will be implemented by university consortia in collaboration with research institutes and industry partners.
- ▶ Objectives:
 - The initiative aims to increase the number of doctoral graduates in Finland, develop more flexible doctoral education processes, **enhance mobility** between different organizations, and **encourage doctoral graduates to pursue diverse career paths**. Additionally, the program seeks to improve supervision practices and **boost employability across various sectors**.

Salzburg Principles

Career Paths in the Salzburg Principles: A doctorate is not solely for an academic career

- ▶ Diverse Career Opportunities
 - Doctoral education should acknowledge that graduates **may pursue careers outside academia**
- ▶ Industry and Societal Collaboration
 - Universities should **strengthen collaboration with businesses and other sectors** to align doctoral training with evolving labor market demands.
 - This can include **joint research projects, internships, and mentoring programs** to increase employment opportunities.
- ▶ Flexibility and Lifelong Learning Across Career Stages
 - Given the variety of career paths, doctoral training should offer **flexible structures and opportunities for lifelong learning** to allow researchers to update their skills throughout their careers.
 - This includes access to **additional training, networking, and career counseling** even after graduation.
- ▶ International and Interdisciplinary Career Perspectives
 - ▶ Internationalization and interdisciplinarity are seen as key factors in **expanding career opportunities and professional networks**.
 - ▶ Doctoral education should encourage **mobility and networking**, opening new career paths both internationally and across different sectors.

The actions the University of Vaasa has taken to increase the 'employability' of our doctors

1) CARE Project - Career transition of early stage researchers

- ▶ Funded by EURAXESS
- ▶ **1) Benchmarking** other universities
- ▶ **2) Building a career mentoring model** for University of Vaasa
- ▶ **3) Communication** for all doctoral students at the Uni Vaasa
- ▶ Within the CARE project our focus is on continuing and supporting cooperation after graduating and in working life outside the academia
- ▶ More information: <https://tinyurl.com/2wmkbpt8>



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2) CoDoc – Collaborative Doctoral Partnership Model

- ▶ A model where a company and/or a public sector organization contributes to the development of a doctoral research project and takes part in funding as well
- ▶ The third supervisor for the doctoral student comes from a company/public sector organization
- ▶ The basic idea is to enhance the participating doctoral students' connections to work life and secure employment in the sectors beyond academia
- ▶ During CoDoc, we support the cooperation of the doctoral researcher and a partner from outside the academia during their doctoral research
- ▶ More information: www.uwasa.fi/en/codoc



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Thank you!

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