

HEA |

Odyssey Programme



UCC

University College Cork, Ireland
Coláiste na hOllscoile Corcaigh



Mary Kate O'Regan

HR Business Manager Research

PI CARDEA Horizon Europe



WHAT

WHY

HOW

RESULTS



WHAT

A unique programme which was specially developed to enable final year PhD students to pursue rewarding careers beyond academia. Inclusive of **all** disciplines!

It is designed to enable PhD's to adapt, integrate and expand on their existing **skills and competencies** to prepare for the many diverse career choices ahead of them.

It highlights the significant differences and/or advantages to the many workplace cultures that exist beyond academia.

Builds their **confidence and capacity** to look beyond academia.

WHY



Academic Jobs?

88,440 PhD's graduated in
Europe 2021 (UK numbers not
included) – Eurostat

52,250 PhDs in 2021 USA -
Statista



1 PhDs didn't know how to write a CV except an Academic CV....

2 They did not believe the odds of achieving an academic career applied to them individually

3 They did not know what organisations beyond academia were looking for

4 They did not value the skills they learned along the way during their PhD

5 They did not know how to articulate their skills for employers beyond academia

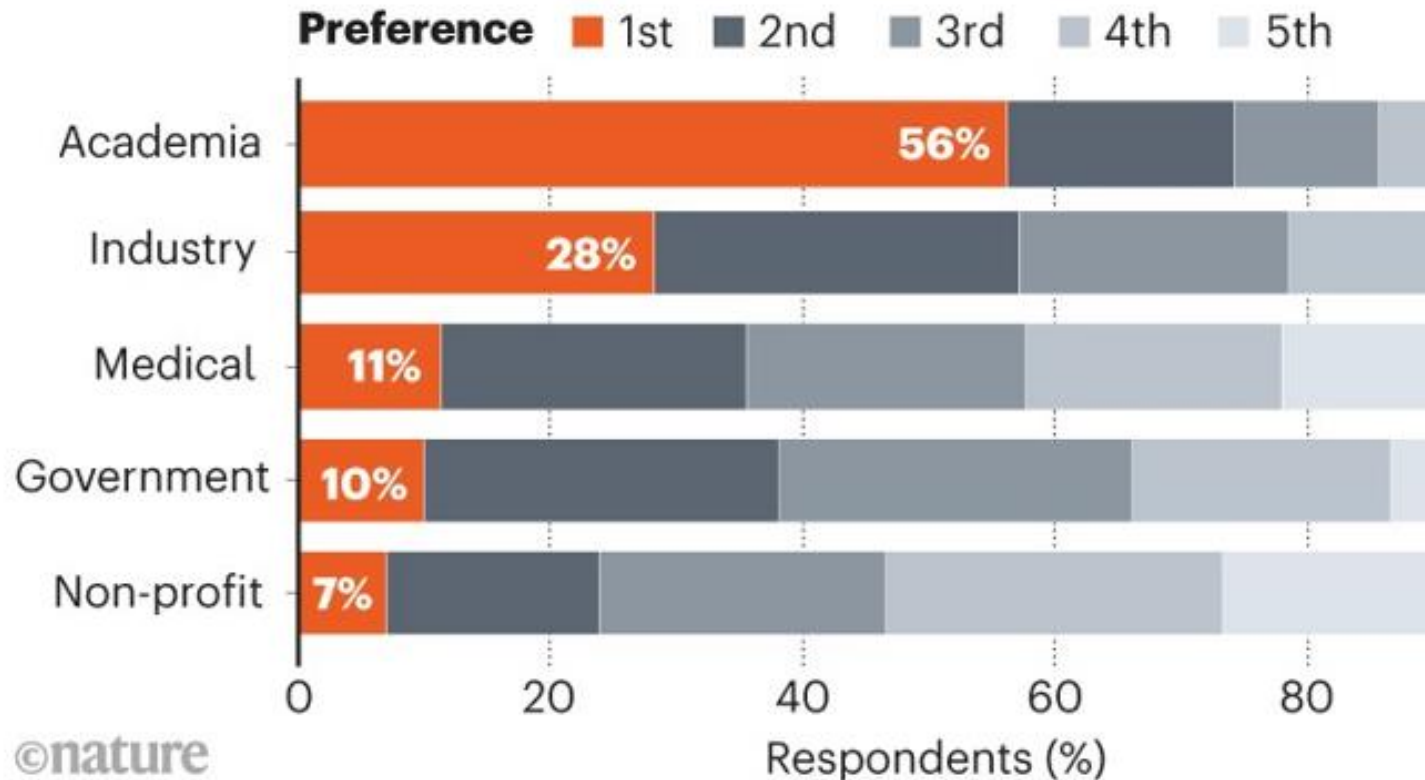


Expectations 2019

ACADEMIC DREAMS

PhD students around the world continue to aspire to careers in academe despite a global job crunch. Industry — a growing job sector for PhD scientists — rates a distant second.

Q: Which of the following sectors would you most like to work in (beyond a postdoc) when you complete your degree?



Nature Post Doc Survey 2020

**Two-thirds of
respondents —
and 80% of those
who currently
work in North
America or
Europe — still see
academia as their
preferred career
destination**





AT THE SAME TIME

"Improve career pathways into wider sectors, so that researchers can maximise their impact on all forms of organisations throughout Ireland (and beyond), while also realising their own potential".

IRISH DEPARTMENT OF FURTHER AND HIGHER
EDUCATION, RESEARCH, INNOVATIONS AND SCIENCE



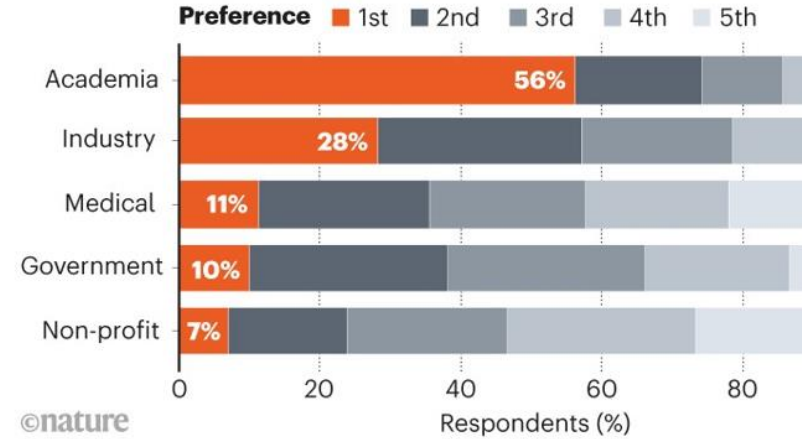
" Training and career development of researchers insufficiently focusses on entrepreneurship or **opportunities outside academia**... "RECOGNISES that the number of academic positions **is limited** and that researchers are increasingly likely to find a job outside academia"



ACADEMIC DREAMS

PhD students around the world continue to aspire to careers in academia despite a global job crunch. Industry — a growing job sector for PhD scientists — rates a distant second.

Q: Which of the following sectors would you most like to work in (beyond a postdoc) when you complete your degree?

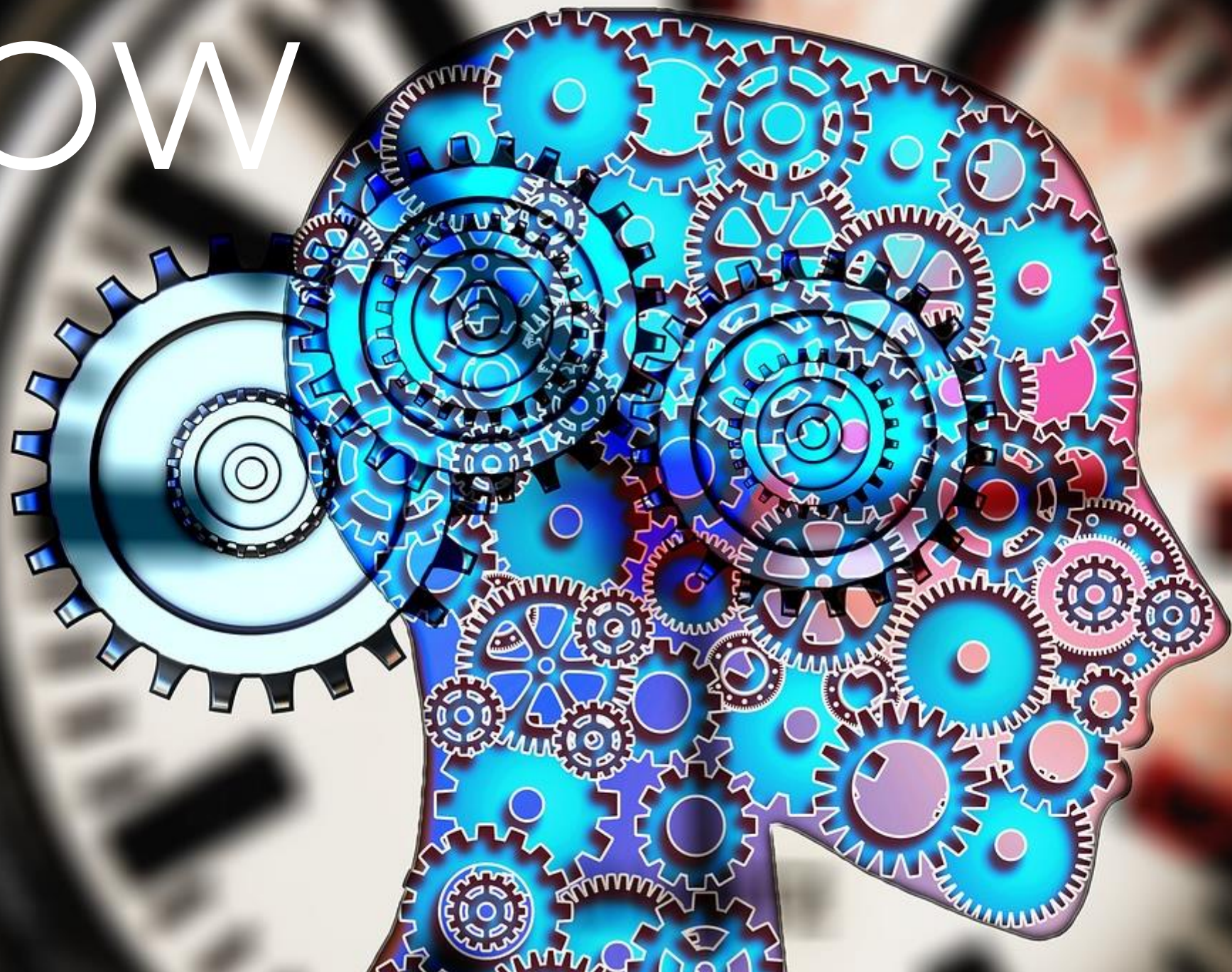


“Incentivising PhD’s to pursue a career outside academia ”



That's where ODYSSEY PROGRAMME comes in

HOW



Academic Community Support UCC



Professor John O'Halloran
President of UCC



Professor John Cryan
Vice President Research and Innovation



UCC

University College Cork, Ireland
Coláiste na hOllscoile Corcaigh

Focus Groups



MEET THE ODYSSEY TEAM

Our team is what really makes
Odyssey tick.



Mary Kate O'Regan UCC
UCC



Dr Jay Chopra



Dr Anne Gannon UCC



Fionnan O'Sullivan



Dr Paolo Saporito UCC



Guest Speakers

July 2018

Pilot

Since then, 300 people have gone through the programme.

ALL DISCIPLINES.
RESEARCHERS AND FINAL
YEAR PHD'S



OVERVIEW

ODYSSEY PROGRAMME



Pre-Meeting

1. An opportunity for the participants to get to know the facilitator and *vice versa* and, most importantly, build trust.
2. Provides the participant with an overview of what to expect from the from the two days.
3. Enables participants to reflect on the length of their career in academia and their personal career needs and expectations by answering a series of leading questions.

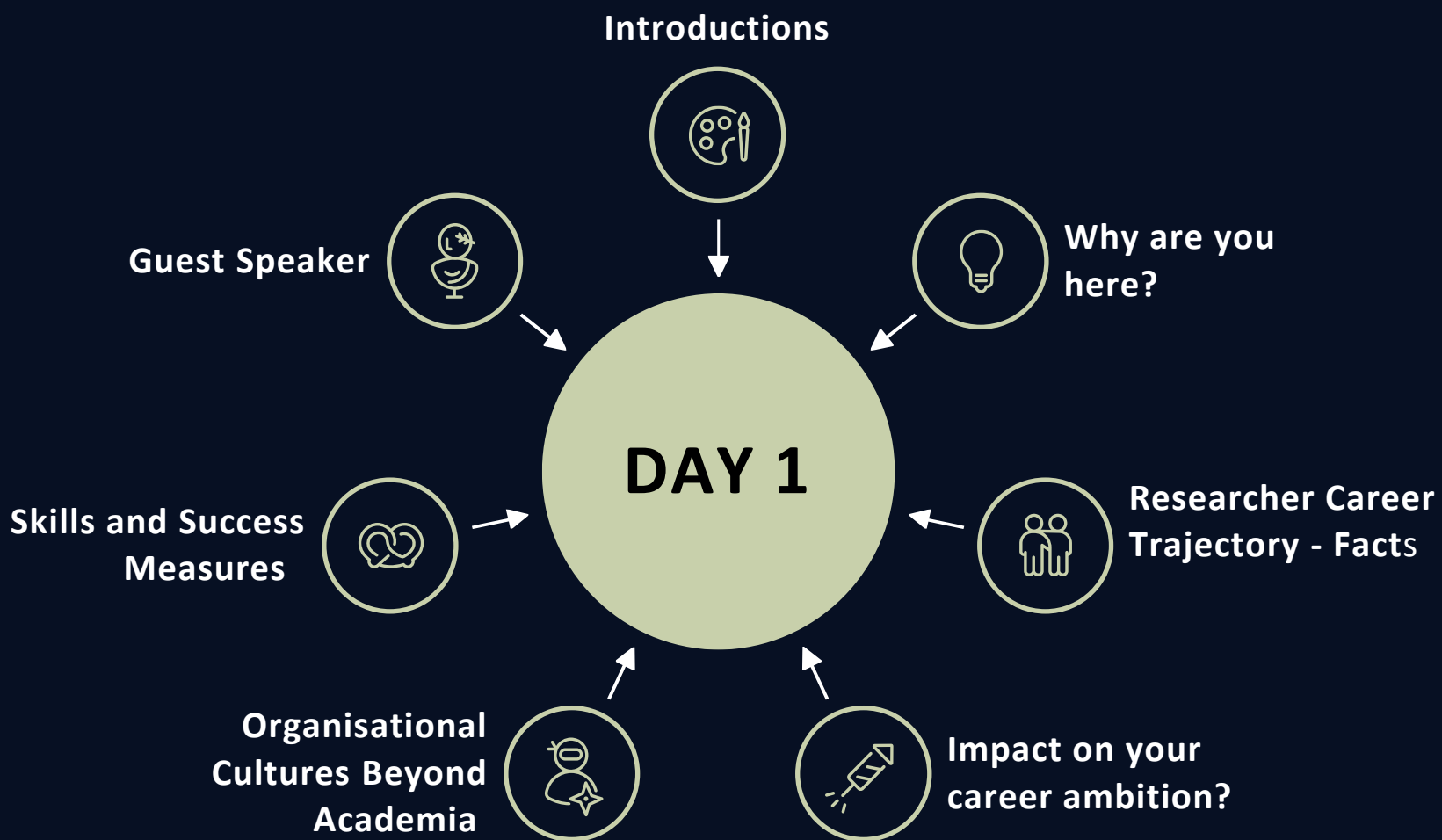


Post Meeting and CV Clinic

1. A one-to-one post-meeting with each participant following the Odyssey Programme. **This meeting combines an individual CV clinic plus a final plus a final questionnaire.**
2. The purpose of the final questionnaire is to ascertain whether the participant has experienced the desired career mind shift that is encouraged in the programme. It also assists the participants in putting the programme lessons into practice.



ODYSSEY





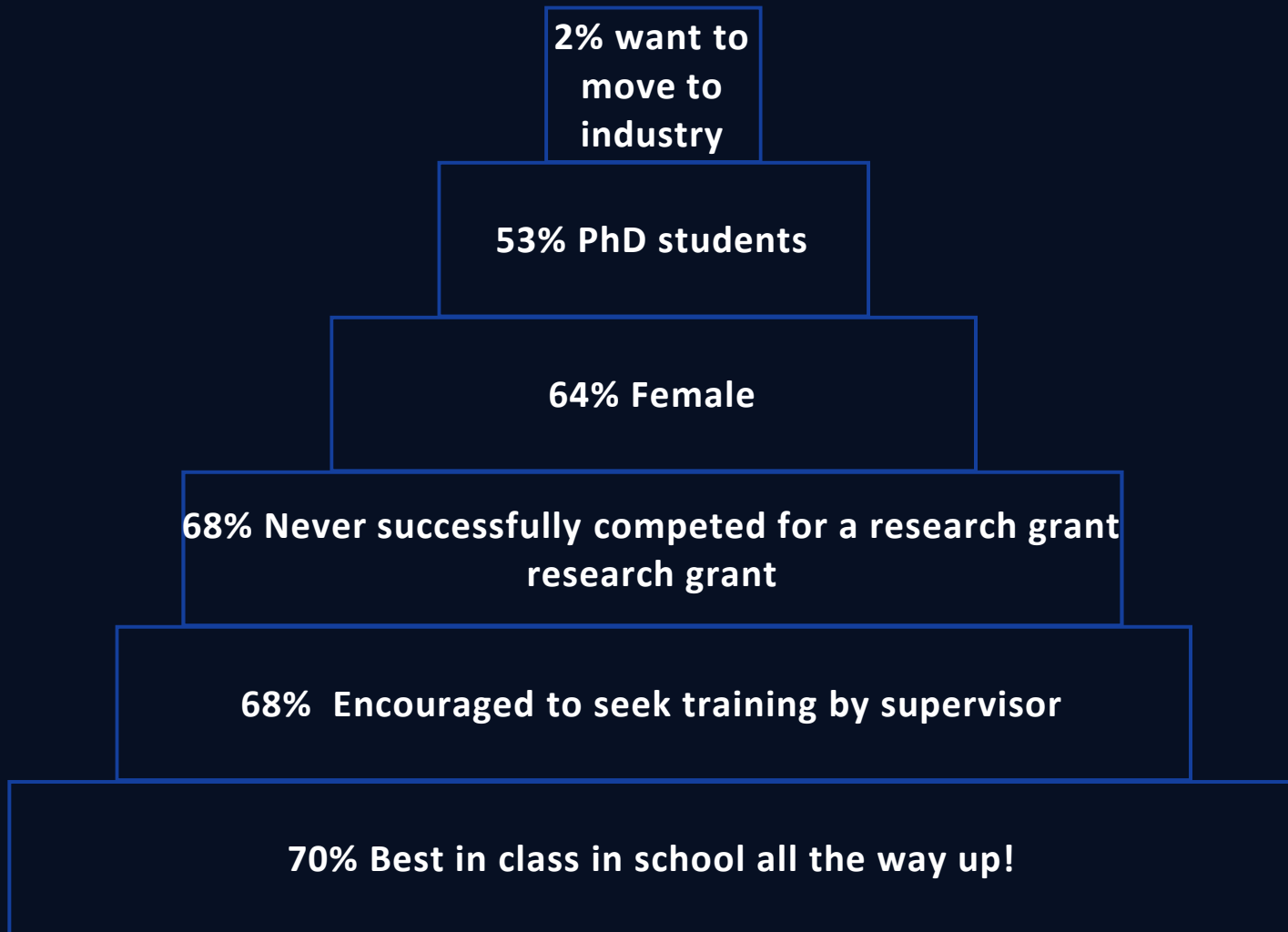
ODYSSEY





RESULTS

ODYSSEY PEOPLE – FIRST 103



YEARS IN ACADEMIA

before completing Odyssey Programme

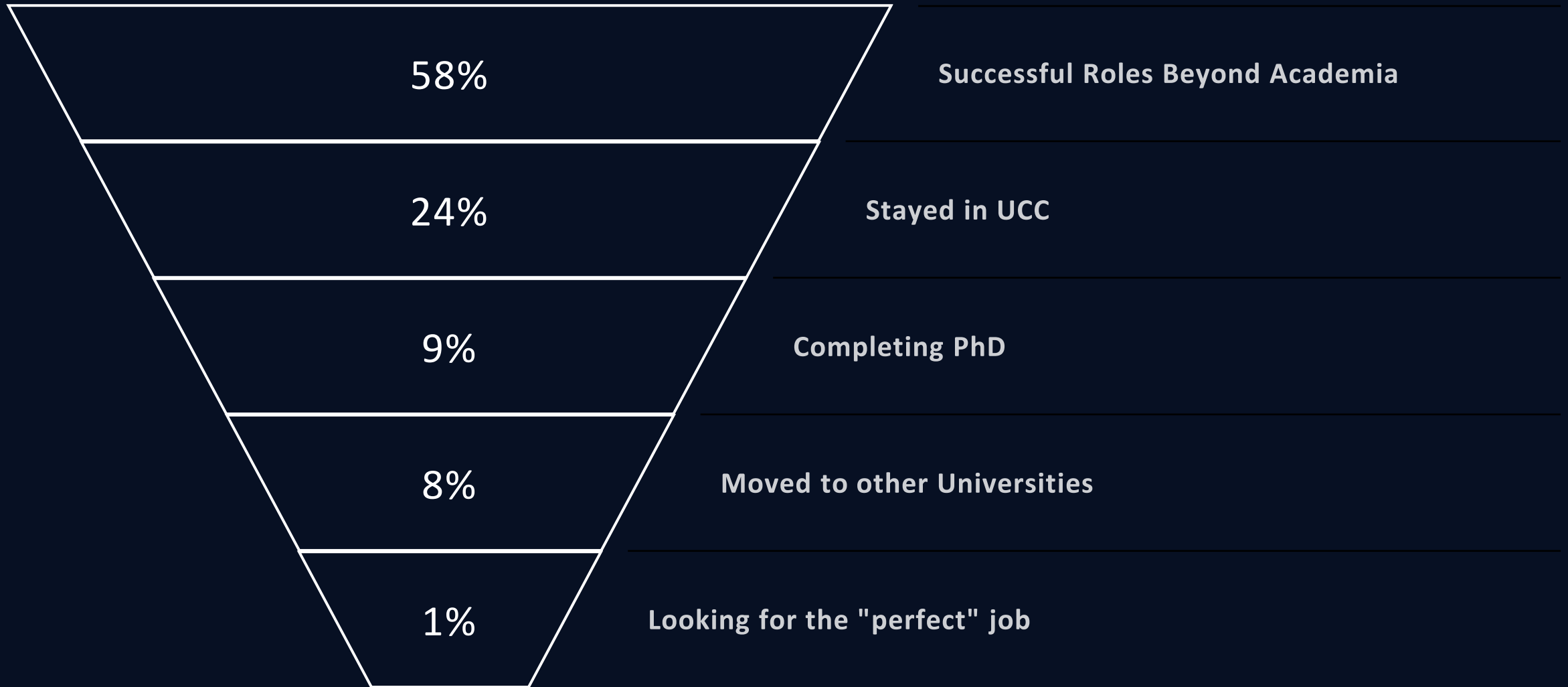
6 participants = 21 years or more

37 participants = 11 to 20 years

60 participants = 10 years or less



AFTER ODYSSEY



ODYSSEY

TOP TAKE AWAYS

- There is a disconnect between the career expectations of PhD's within third level and the reality of the availability of academic positions globally
- PhD's need support to articulate their skills to a non-academic employer
- Only PhD students in their final year should do a career intervention programme. Early PhD students tend not to be ready to seriously contemplate moving outside the traditional academic career.
- The participants already possess the competencies that are required for roles beyond academia. The challenge is they do not realise they already possess these competencies.



TOP TAKE AWAYS

- Any programme must address and acknowledge the organizational cultural barriers facing participants who are considering moving to careers beyond academia.
- A 2-day programme is sufficient
- The participants do not need to “upskill” or “re-focus” their education and training any further.
- Operating a career intervention programme (inclusive of before and after one-to-ones) is hugely time intensive. Dedicated resources are required to sustain career intervention programmes.
- Training should include (precise) information on the availability of academic positions globally. This information should be easily available in one trusted data source.





“WHEN I ATTENDED THE ODYSSEY PROGRAM, I LEARNED MORE ABOUT THE SKILLS THAT ARE IMPORTANT FOR A JOB IN INDUSTRY. I ALSO REALIZED THAT MOST OF THE SKILLS THAT I ALREADY HAVE ARE TRANSFERABLE AND ARE OF GREAT INTEREST TO INDUSTRY.

”

Participant



“THE ODYSSEY PROGRAMME CAME INTO MY LIFE AT A POINT WHERE I WAS FEELING INCREASINGLY DISILLUSIONED WITH MY CAREER PROSPECTS IN ACADEMIA. THE PROGRAMME GAVE ME THE CREATIVE ENERGY, EMOTIONAL SUPPORT, AND MOTIVATION TO WORK ON MY CV, CONSIDER WHAT IS MOST IMPORTANT TO ME IN A CAREER, AND LOOK FOR SOMETHING REWARDING. THE PROGRAMME IS BOTH THOUGHT-PROVOKING AND SELF-AFFIRMING BECAUSE IT GIVES EARLY CAREER RESEARCHERS A RARE SPACE TO DOWN TOOLS SO TO SPEAK, AND FOCUS ON OURSELVES, OUR NEEDS, AND AMBITIONS, AND HOW THESE CAN BE REDEPLOYED IN OTHER AREAS OF WORK.

”

Participant



Roles....

- 1. Application/Field Support Engineer**
- 2. Clinical Project Manager**
- 3. Global Scientific Communications Regulatory Associate**
- 4. Network Analyst**
- 5. Intermediate Information Developer**
- 6. Optical Engineer Future Technologies**

Jobs....

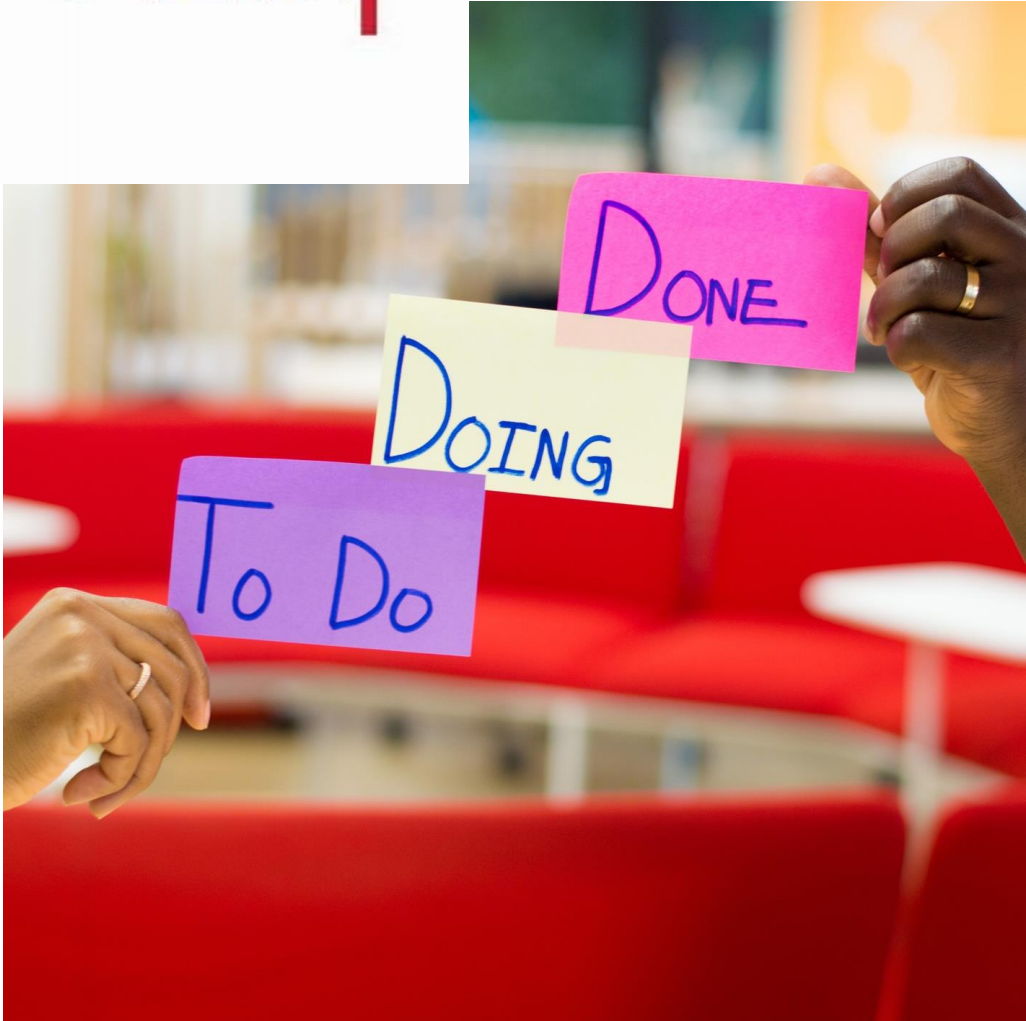
- 1. Process Development Scientist**
- 2. Publications Strategy Lead**
- 3. Copyeditor, Copywriter and Translator**
- 4. Senior Marine Ecologist**
- 5. Sociologist - Analyst**
- 6. Principal Scientist Industry**

Careers...

- 1. Senior Consultant Talent & Organisational Development**
- 2. Social Impact Analyst**
- 3. Publications Strategy Lead**
- 4. Hardware Engineer**
- 5. Senior Research Scientist**
- 6. Senior Research Coordinator**

HEA |

NATIONAL ROLL OUT ODYSSEY PROGRAMME



19 Universities plus N. Ireland

- Pilot Year 1 = 6 Universities
- **HEA Review**
- Year 2 = 6 Universities
- Year 3 = 6 Universities
- Year 4 = 2 Universities, Reporting and Project Wind Down
- **Shadowing = 40 people** trained to implement the Odyssey Nation wide



THANK YOU