

CAREER PLANNING– WHAT IT IS AND HOW YOU DO IT?

**ICOS Early Career Scientists Workshop 29.9.2016
Minna-Rosa Kanninen
University of Helsinki Career services**

CAREER SERVICES SERVICES AND EXPERTISE

Career counselling by appointment

Information on job searching and CV- workshops

Career planning

Career planning courses

Traineeships

Information on working life (e.g. job fairs, "coffee and career- tips")



Jobs and traineeships
REKRYNET
helsinki.fi/rekrynet

Career counselling in groups

Group mentoring and project work

Information about graduate placements
in the labour market

Career services

urapalvelut@helsinki.fi

www.helsinki.fi/en/studying/careers/career-services

Flamma: [Directory and services](#) » [Students](#) » [Studies and employment](#)

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Urapalvelut HY

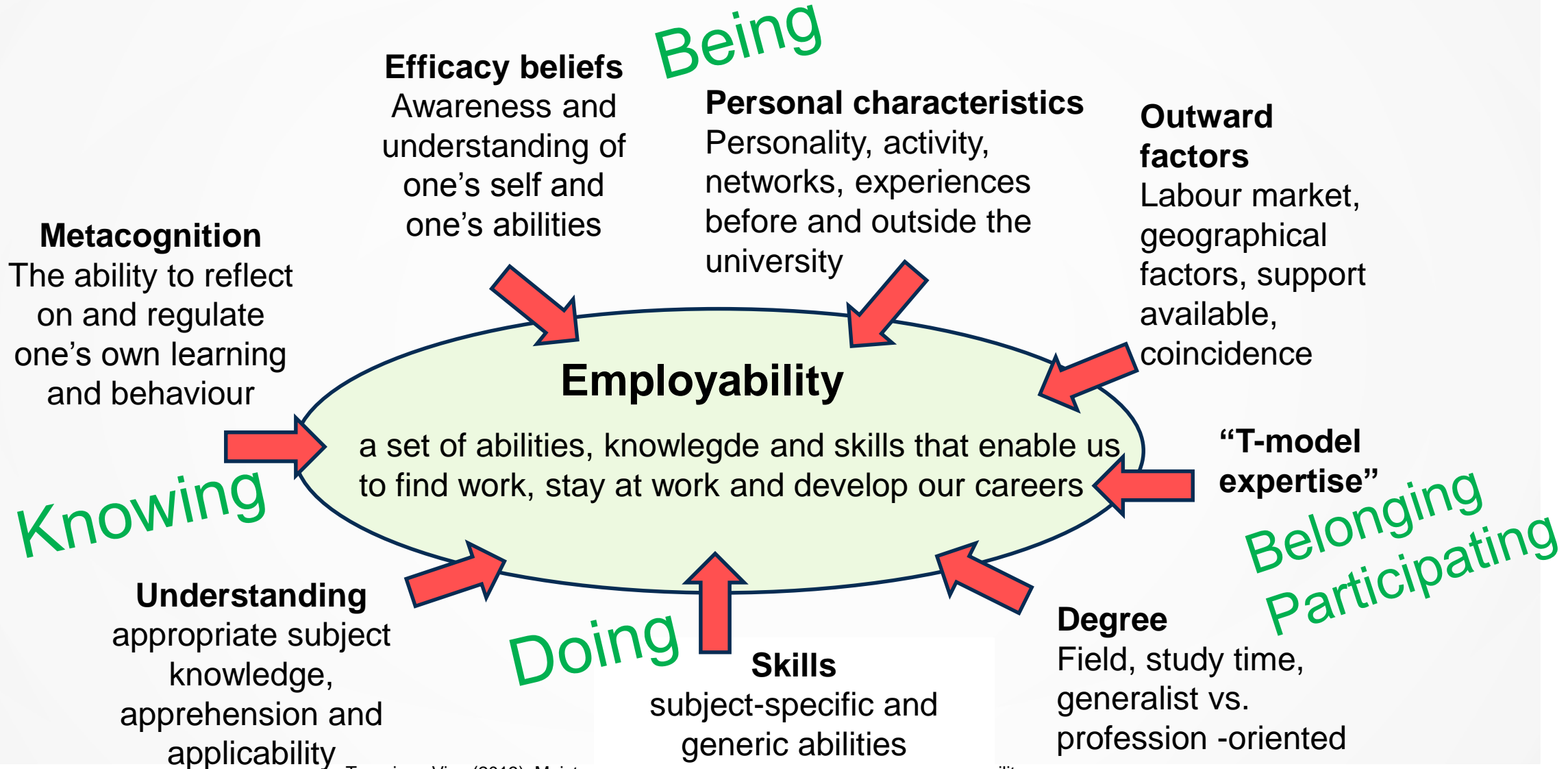
<http://blogs.helsinki.fi/mentorointi/en/>

CAREER PLANNING?



- Is it necessary?
- Is it possible?
- If yes, how & when?

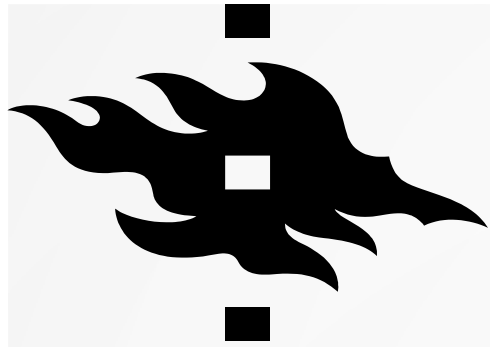
ACADEMIC EMPLOYABILITY



Tuominen Visa (2013): Maistereiden työllisyys, THE USEM account of employability

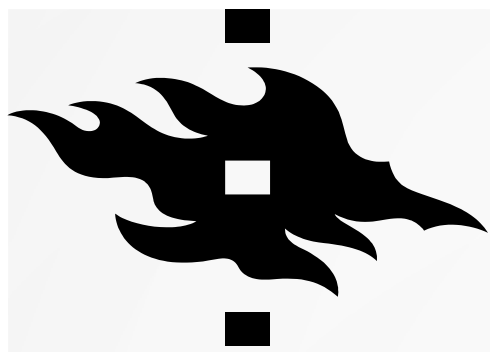
Mantz Yorke & Peter T. Knight: Embedding employability into the curriculum. The Higher Education Academy, April 2006. OIVALLUS-hanke (2011): Loppuraportti.

CAREER SKILLS



- **SELF-ASSESSMENT:**
Skills and knowledge, areas of interests, goals, values, personality
- **OPPORTUNITY AWARENESS**
Career life expectations and requirements, trends, employment and employability
- **DECISION MAKING AND ACTION PLANNING** Personal goals and ability to reach them
- **JOB HUNTING/TRANSITION SKILLS**
Documents, interview- and marketing skills

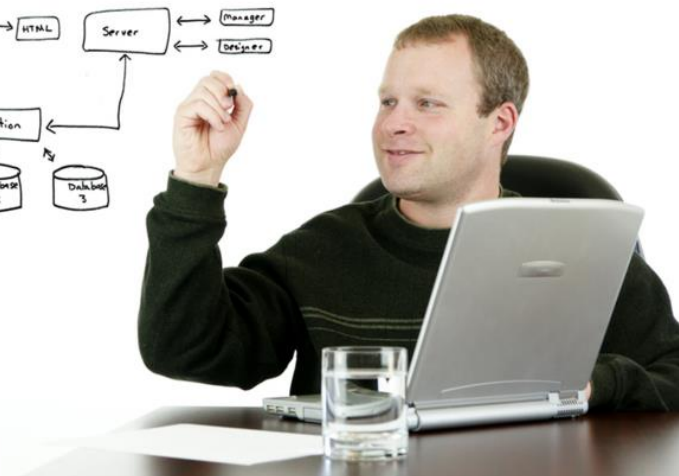
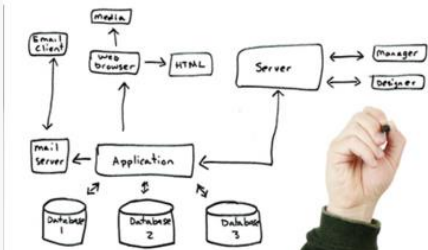




MY PROFESSIONAL COMPETENCE AREAS AND SKILLS?

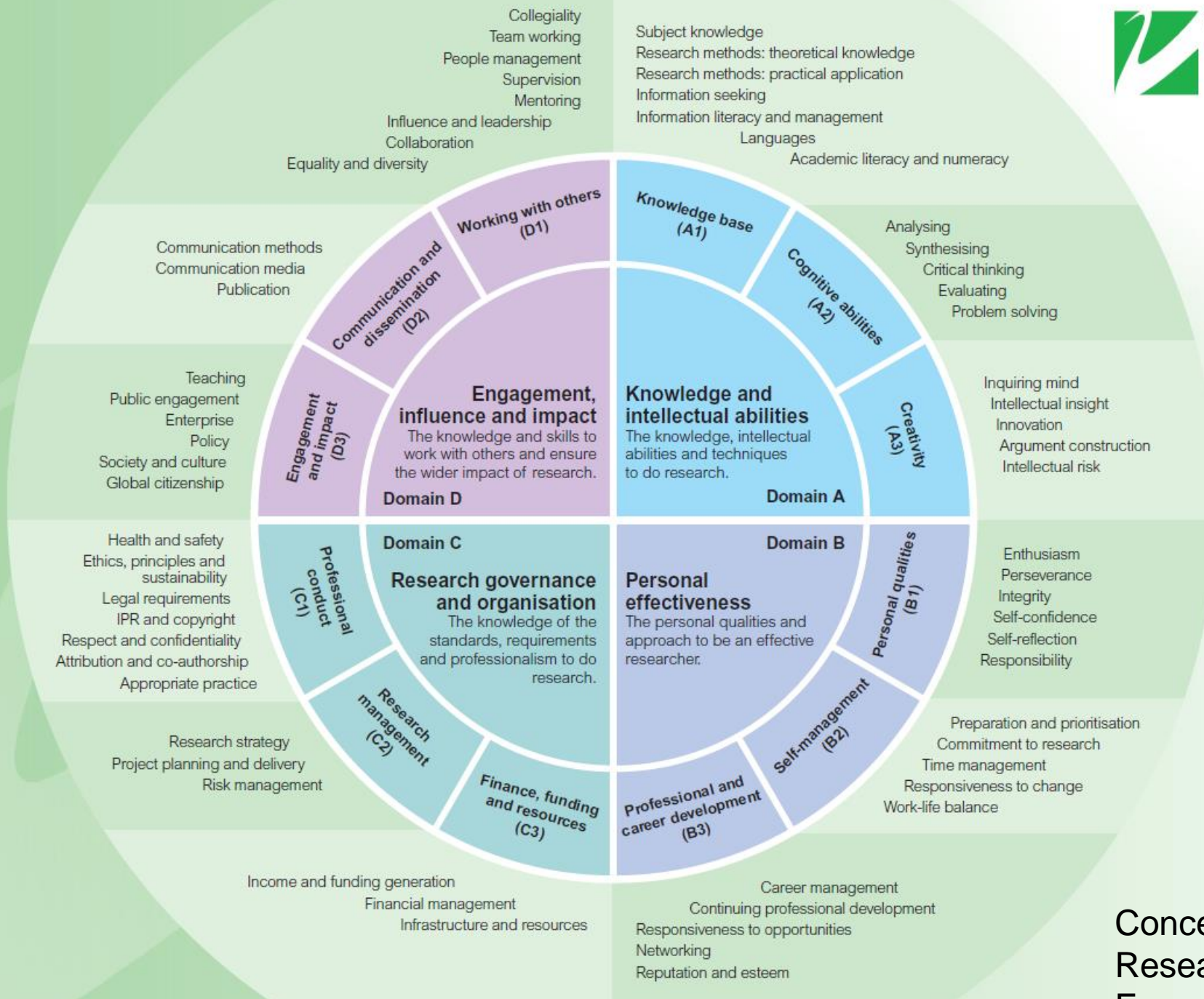
- a) How do I recognise them?
- b) How do I document them?
- c) How do I communicate them?

→ Levels 1-4

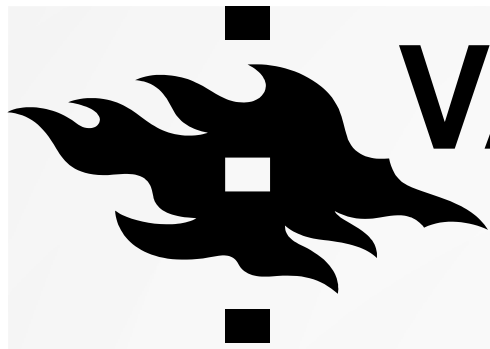


1. Substance/ Expertise: through all your studies, but also work experience, associations, hobbies, etc.
2. Transferable academic skills: e.g. methodological skills, critical reading, analysis etc.
3. Generic/ other skills: e.g. social- and communication skills, technical/ IT-skills, performance- and teambuilding skills etc.
4. Personal characteristics & strengths

Research as work experience: core PhD competences



Conceptualising research experience: Researcher Development Framework



VALUES, GOALS, PERSONALITY

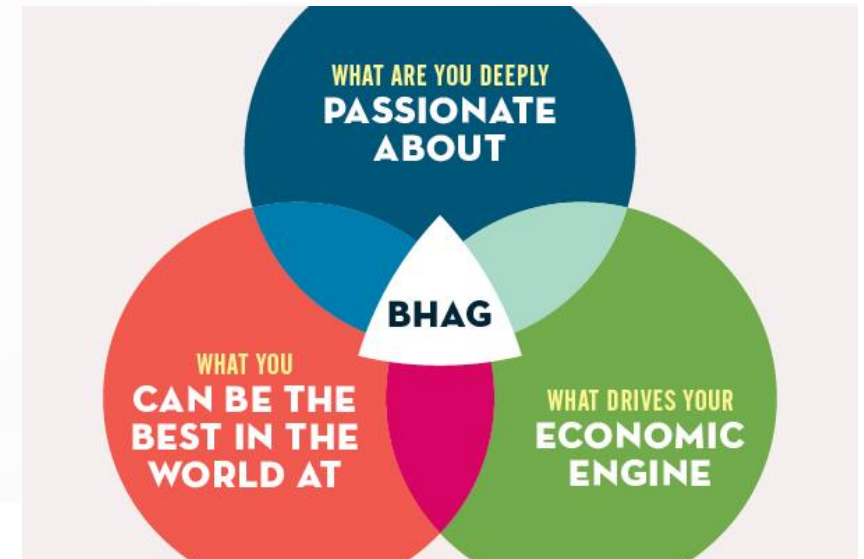
Schein's career anchors: what's important to me?

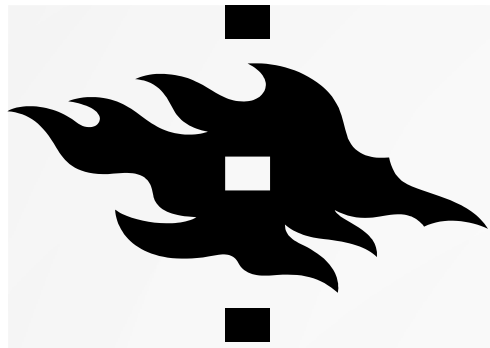
1. Security/Stability – risk avoidance and "lifers" of their job
2. Autonomy/Independence – avoid standards and prefer to work alone
3. Entrepreneurial Creativity – run their own business, "wealth" for them is a sign of success
4. Technical/Functional Competence – guru/expert, like challenge and does the job properly
5. General Managerial Competence – problem solving, people management, responsibility and emotional competence
6. Service/Dedication to a cause – using own talent in helping others
7. Pure Challenge – constant stimulation and problem solving
8. Lifestyle – focus on whole pattern of living
9. What else?

What's your
BHAG?



Big. Hairy. Audacious. Goal.





TRANSFER/JOB HUNTING – HOW DO I MARKET?



Here I am!

1. Profiling.
2. Active networking.

THE PROCESS OF JOB HUNTING/ (=PRODUCTIZATION)

What kind of understanding do I have?
What are my skills, what am I good at?
What kind of experience do I have?
What do I want to do?



Where can I do it? What kind of opportunities am I interested in? Who can I contact?



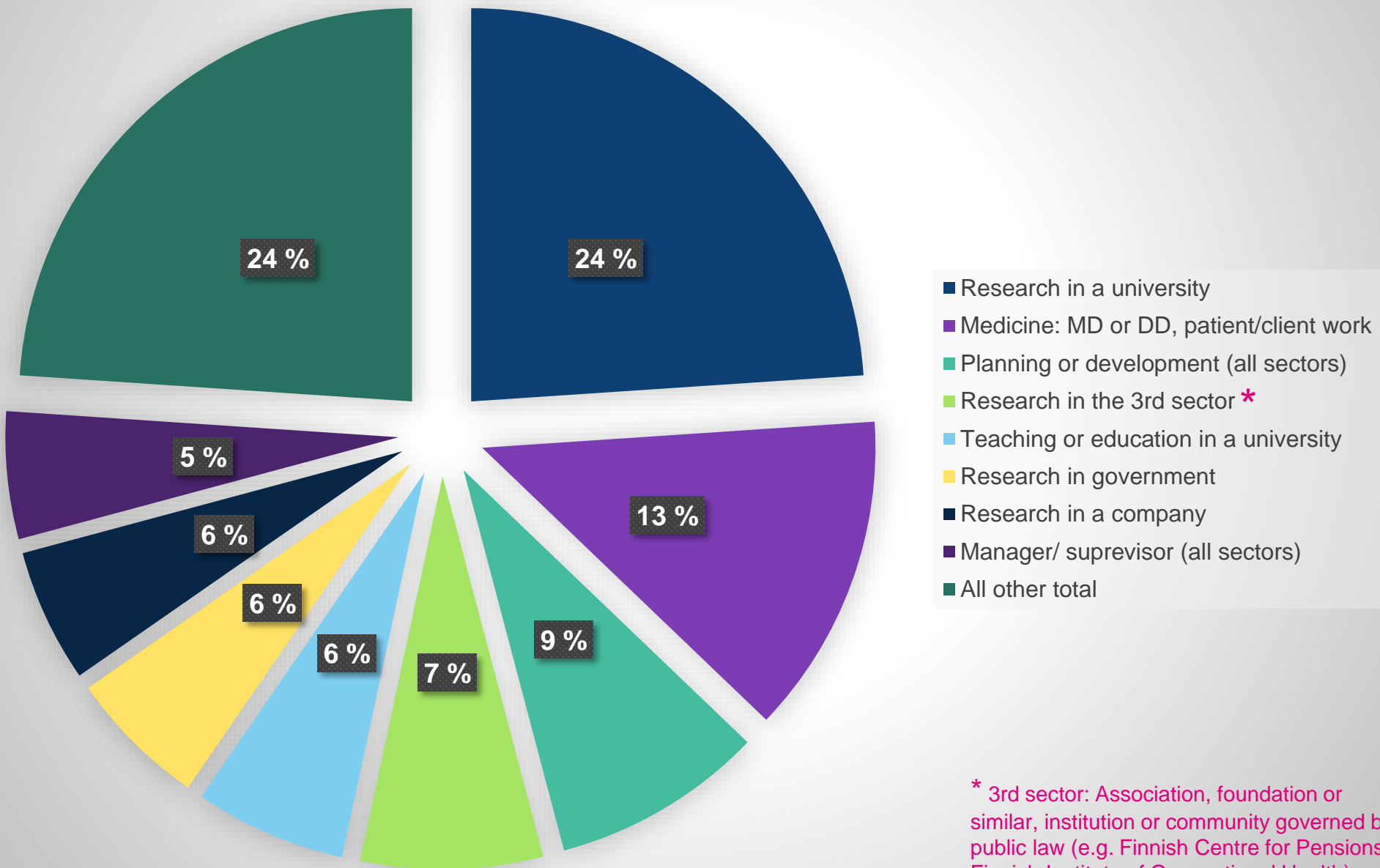
How do I communicate my knowledge, skills and interests in a way that opens up to the reader/ listener?



Concrete examples, spelling it out (!)
There's nothing between the lines (!)



Most common (N 20 and over)
Univeristy of Helsinki "PhD early career types"
(UH, all fields, N 401)



For more info on PhD graduate surveys, please see:

General info on University graduate surveys

https://www.aarresaari.net/career_monitoring

Specifically about the latest PhD graduate survey (national results, currently in Finnish only)

https://www.aarresaari.net/uraseuranta/tohtoreiden_uraseuranta

Recent publication on the latest PhD graduate survey (in Finnish)

Juha Sainio & Eric Carver (2016): [Tavoitteidensa mukaisella työuralla - Aarresaari-verkoston tohtoriuraseuranta 2015, vuosina 2012–2013 valmistuneet](#)

Latest University of Helsinki PhD graduate survey results in brief (in Finnish)

http://www.helsinki.fi/urapalvelut/uraseuranta/2015/Koonti_tohtoriuraseuranta.pdf

THANK YOU!

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