

How to build a sustainable soft skills training program for PhD candidates and researchers

The example of the University of Liège.

University of Novi Sad
September 22 - 23, 2016
« Administrative staff competences improved »



ERASMUS+ PROJECT
Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



Co-funded by the
Erasmus+ Programme
of the European Union

Université
de Liège



PROGRAM FOR TODAY

- Key figures about the University of Liège , part 1 and part 2 (research)
- Background of our project
- Presentation of our training guide
- Major changes compared to previous versions of the catalogue
 - A) Extension of the target group
 - B) Scale linked to researchers career stage
 - C) New training thematics
- Communication about our training offer
- In practical terms
- Sustainable ?
- Specific initiatives along the year with dedicated marketing :
 - Pars-en-thèse seminar : "3 days to get a foot in the door"
 - Annual workshop about ethics in research
- Some numbers ... and feedbacks from participants
- To follow us ...
- Discussion



ERASMUS+ PROJECT
Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



Co-funded by the
Erasmus+ Programme
of the European Union

Université
de Liège



Key figures about the University of Liège (1)

- More than 20 000 students
- 3300 lecturers-researchers
- 4600 foreign students
- 122 nationalities represented
- 70 000 living graduates
- more than 400 honorary doctors

A complete University

- 10 Faculties and 1 Business School
- 38 degree courses and 193 masters courses
- A network of relations covering more than 600 institutions throughout the world (of which 250 in Europe)



ERASMUS+ PROJECT
Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



Co-funded by the
Erasmus+ Programme
of the European Union

Université
de Liège



Key figures about the University of Liège (2)

Research

471 research units in all disciplines
20 large-scale inter-disciplinary research centres

Approx. 100 active spin-offs
Over 8.000 scientific publications and papers per year
One of the world leaders in Open Access/Open Science and Institutional Open Repository

Euraxess International Mobility Center
European Commission' Label for « HR Excellence in research »



The University of Liège is a HRS4R acknowledged institution



ERASMUS+ PROJECT
Re@WBC
Enhancement of HE research potential
contributing to further growth of the WB region



Co-funded by the
Erasmus+ Programme
of the European Union



R&D Administration Soft skills transferable training program

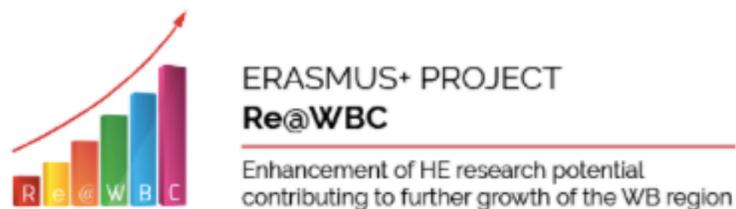
Background of our project (since March 2015)

For a few years, the R&D Administration of the University of Liège (ULg) has set up a large panel of transferable skills trainings for its PhD-candidates.

Objective : helping PhD-candidates to develop their competencies and boost their career development, promote the acquisition of “soft skills” and additional qualifications.

In 2015, 40 existing training programs (exclusively addressed to PhD-candidates)

The same year, substantial work has been done regarding the (re)organisation, improvement, development and evaluation of our global training offer. We proceeded to meticulous evaluations of hundreds of satisfaction surveys from trainings sessions of the last five years, we developed our comprehension about PhD-candidates needs in terms of soft skills through extensive readings (surveys about researchers’ employability) and adapted our offer to the European recommendations.



Co-funded by the
Erasmus+ Programme
of the European Union



Presentation of our training guide

Concretely our reflexion has been translated in:

7 axes of training

About 70 different trainings (entirely free for participants...)

From 1 hour to 4 days

In French and in English

From October to June

From 10 to 50 participants

Specific initiatives along the year with dedicated marketing :

For instance : 3 days training for new PhD-Candidates (seminar Pars-en-thèse)

1 annual workshop about the thematic « Ethics, Research & Society »



ERASMUS+ PROJECT
Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



Co-funded by the
Erasmus+ Programme
of the European Union

Université
de Liège



Major changes compared to previous versions of the catalogue

A) Extension of the target group

We decided to open our training sessions to all researchers :

from the early stage of research to supervisors /experienced researchers/professors.



3 main target audiences :

Doctoral students

PhD-holders and post-docs

Thesis supervisors, experienced researchers and professors



ERASMUS+ PROJECT
Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



Co-funded by the
Erasmus+ Programme
of the European Union

Université
de Liège

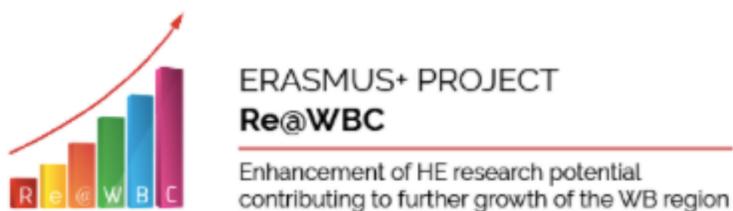


B) Scale linked to researchers career stage

To help our target audience to navigate within our training guide we established a **scale** corresponding to the different stages of the research career. This scale appears on the top left corner of each page of our catalogue. It details the target audience of each training.

-  **L0 – Future PhD-candidates, PhD-candidates at a very early stage**
-  **L1 – PhD-candidates in their 1st or 2nd year**
-  **L2 – PhD-candidates from the 3rd year**
-  **L3 – PhD-holders and post-docs**
-  **L4 – Experienced researchers and professors**

Some trainings are specifically addressed to early stage researcher, other to PhD-candidates finishing their thesis, others are open to all researchers.



Co-funded by the
Erasmus+ Programme
of the European Union

Université
de Liège



Speakers

Laurence THEUNIS (PhD)
Project manager - Objectif Recherche

Target audience

- o Doctoral students in the first year of PhD
- o **Prerequisite** : English Language

Practical information

- o **Lecture reference** : A1-43EN
- o **Duration** : 1 day
- o **Dates** : November 17th, 2016 (Gembloux). April 20th, 2017 (Liège, Sart-Tilman)
- o **Language** : English
- o **Maximum number of participants** : 20

PROJECT MANAGEMENT FOR PHD-CANDIDATE TIPS & TOOLS TO SIMPLIFY YOUR DAILY LIFE



Objective

The thesis is a project. In order to optimize its management, why not use some management tools that are applied in other sectors? These tools can provide a gain in efficiency and productivity while developing the professional skills that will be valuable in any career.



Description

- o Essentials of Project Management,
- o Project management methodology and basic tools associated (planning, prioritization, risk measurement...),
- o Understanding the importance of communication at each stage of the project;
- o Prepare, plan, manage and conclude your thesis in project management mode.

Developed skills

PhD-Candidates will learn to develop their sense of organization, to prioritize tasks, to manage their time and the relationship with the research team.

SCIENTIFIC WRITING AND PUBLISHING

Speaker

Prof. Reinhart CEULEMANS,
Full Professor & Director of Research Centre of Excellence
Department of Biology, University of Antwerp

Target audience

- o Early career scientists primarily in (applied) biological sciences, agrobiology or related sciences; pre- and post-doctoral researchers eager to learn how to write sound scientific publications.
- o **Prerequisite** : Sufficient knowledge of English. An active participation of all attendees is required. All participants to the training school are asked to bring a scientific paper (their own or a paper from somebody else), or tables with results or a graph to the training course for discussion in the group.

Informations pratiques

- o **Code** : A2-3
- o **Duration** : 2 x 2 days
- o **Dates** : 9-10 January & 6-7 February 2017
- o **Training location** : Sart Tilman
- o **Language** : English
- o **Maximum number of participants** : 25

Description

The 2x two-day training is primarily intended for PhD-candidates and junior post-docs. It focuses on scientific writing and scientific publishing in exact sciences, and in (applied) biological and agro-biological sciences in particular. The training will consist of lectures and practical training with many examples, tips and tricks.

The following topics will be covered: general structure of a paper; preparation of an outline; arguments and style of a scientific paper; training on structure and layout; terminology and (English) language; use of symbols and units; practical aspects of graphs and tables; statistics and data analysis; ending and concluding of a publication; check-list for bibliographic references; useful tips for being cited and being read.

Attendees will be given some practical homework and will be asked for input during the lectures and the training. They are invited to bring an example publication (of their own or of any other researcher).

Objectives

Why writing scientific research papers? How to conceive and write scientific publications? How to select the appropriate journal? How to write the perfect methods section? How to organize information and ideas? What to put in Introduction and what to put in Discussion?

This training aims to answer those questions.



Developed skills

The participant will learn how to select the appropriate journal for its publication, to adopt the correct style of a scientific publication, to acquire improved knowledge of the proper scientific English language and to be able to prepare proper graphs and tables.

C) New training thematic

- 1) Start your research
- 2) Develop your research
- 3) Keep your professional project in mind
- 4) Leadership in research (NEW)
- 5) Communicate and disseminate your research
- 6) Open Science and Open research (NEW)
- 7) Ethics in research (NEW)

4 axes related to the stage of research



ERASMUS+ PROJECT
Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



Co-funded by the
Erasmus+ Programme
of the European Union

Université
de Liège





Axe1 DÉMARRER EN RECHERCHE

Vous venez de vous inscrire au doctorat ? Cet axe de formation est pour vous !
Il vous en apprendra plus sur le parcours doctoral et la vie de doctorant, vous permettra de vous poser les bonnes questions et vous permettra d'acquérir les clés pour bien démarrer en recherche !

Axis 1 - Start your research

For Who? Future doctoral students, PhD-candidates at a very early stage

What's in it? Information about the PhD, the life of a PhD-Candidate, its mobility (research period abroad), scientific production, professional attitude, tools to be better organized...

Objective? Get the keys to make a good start in research !

DÉVELOPPER SA RECHERCHE

Axe 2

Vous êtes au cœur de votre parcours doctoral. Cet axe de formation vous propose des pistes pour renforcer vos compétences et des outils variés pour vous aider à mener à bien votre projet de recherche.



Axis 2 - Develop your research

For who? All the PhD-Candidates and researchers

What's in it? Answers about:

- How to manage a team?
- How to find funding for their research?
- How to highlight the result of their research?
- What about Intellectual propriety?
- How prevent risks in lab?
- Creative methods for scientific research?
- How to use the data base PReCIS?
- How to best use statistics?
- ...

Objective? Give researchers tools to succeed with their PhD project



Axe 3

RÉFLÉCHIR À SON AVENIR PROFESSIONNEL

Outre la carrière académique, beaucoup d'autres voies s'ouvrent aux jeunes chercheurs. Au cours de votre doctorat, vous avez acquis de nombreuses compétences. Apprenez à les identifier et à les valoriser dans le monde professionnel !

Plus particulièrement destiné aux doctorants en fin de thèse et aux jeunes docteurs, cet axe vous propose de réfléchir à votre projet professionnel, de repenser votre CV, de mieux connaître les débouchés qui s'offrent à vous, de rencontrer des employeurs potentiels, etc.

« Opportunities don't happen, you create them ».
Chris Grosser



Axis 3 - Keeping your professional project in mind

For who? PhD-Candidate finishing their thesis, new PhD holder

What's in it? Answers about:

- How to highlight the competencies they developed during their PhD?
- How to become an entrepreneur? How to create a spin-off?
- How can I make my way outside the academia?

Objective? Help the PhD to develop their career within or without the academia, to highlight their professional potential

Axe 4 COMMUNIQUER ET DIFFUSER SA RECHERCHE

Communiquer, vulgariser, s'adapter à son auditoire,... autant de compétences attendues des chercheurs aujourd'hui.

Cet axe vous propose de faire le point sur vos compétences communicationnelles, écrites et orales et de les approfondir.

« You can do the best research and be making the strongest intellectual argument, but if readers don't get past the third paragraph you've wasted your energy and valuable ink »

Carl Hiaasen



Axis 4 - Communicate and disseminate your research

For Who? All researchers

What's in it? This axe is divided in parts: public engagement and scientific communication.

Tips to learn :

- how to address a scientific research to a wide audience (for example in the frame of the “My thesis in 180 seconds” contest)
- how to communicate about their research in the media,
- how to make a good scientific presentation, a good scientific poster,
- ...

Objective? To improve their oral and written communication in a scientific context or in the context of science outreach



« Everything must be taken into account. If the fact will not fit the theory---let the theory go. »

Agatha Christie

Axe 5 ÉTHIQUE ET QUALITÉ EN RECHERCHE

L'Université de Liège met en œuvre depuis plusieurs années les recommandations européennes relatives à l'éthique en recherche. Pour assurer la qualité de vos travaux, éthique et recherche doivent en effet aller de pair. Dans cet axe de formation, nous vous proposons de réfléchir aux bonnes pratiques de recherche.

Axis 5 - Ethics and quality in research

For Who? All researchers

What's in it?

- A half day annual workshop
- Round table about various topics such as hospital mediation, emergence of norms and laws...
- Training about the "professional and responsible research"

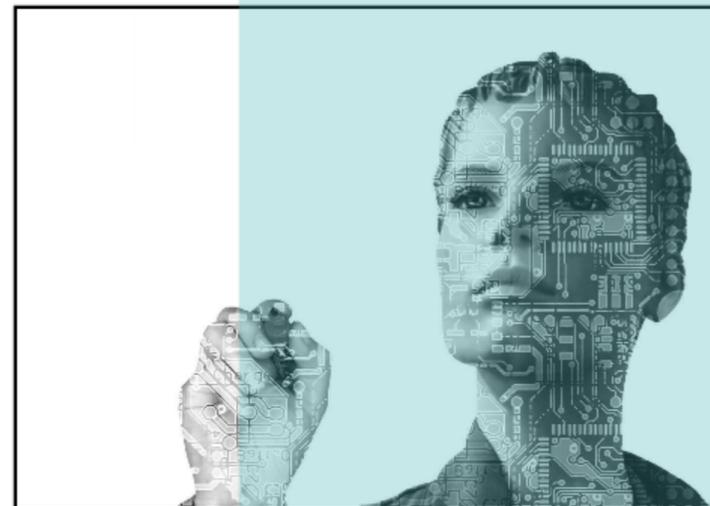
Objective? To stimulate a reflexion about good practices in research.

Axe 6 OPEN SCIENCE, OPEN RESEARCH

L'Open Access est de plus en plus incontournable en matière de recherche. Avec son répertoire ORBi, l'ULg a montré son engagement dans le processus. Cet axe de formation détaille des outils intéressants pour innover et diffuser votre recherche.

« To make progress in science, we need to be open and share».

Neelie Kroes



Axis 6 - Open science, Open Research

For Who? All researchers

What's in it? Trainings about Open Access, seminars about author rights, open source development dedicated to scientific research...

Objective? To inform our researchers about creative and innovative tools.



Vous êtes promoteurs ?
Vous trouverez ici des clés pour encadrer
au mieux les doctorants qui travaillent
avec vous.

Axe 7 SUPERVISER DES DOCTORANTS



« On ne peut rien enseigner à autrui. On ne peut que l'aider à le
découvrir lui-même ».

Galilée

Axis 7 - Leadership in research

For Who? Researchers, professors and supervisors

Objectives? Give them keys to better supervise PhD-Candidates, to improve their leadership/team management skills...

Communicating about our training offer

We introduce our training offer on [our website](#) in French and in English:

- *Prezi* presentation
- Online catalogue (flipping book)
- Agenda of all the trainings

We also introduce our training catalogue during [specific academic events](#), like the opening of the new academic year for PhD-Candidates (end of October) and with a global [email](#) to our scientific community (beginning of October).

[Social media networks](#) (mainly Facebook, LinkedIn) : presence has been increased, creation of « Sophia » (fictional character) who is representing a doctoral student

[We also raise awareness within the institution](#) (doctoral colleges within each Faculty, relevant authorities, etc.).



ERASMUS+ PROJECT
Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



Co-funded by the
Erasmus+ Programme
of the European Union

Université
de Liège



Sophia PhD-candidate
ULg

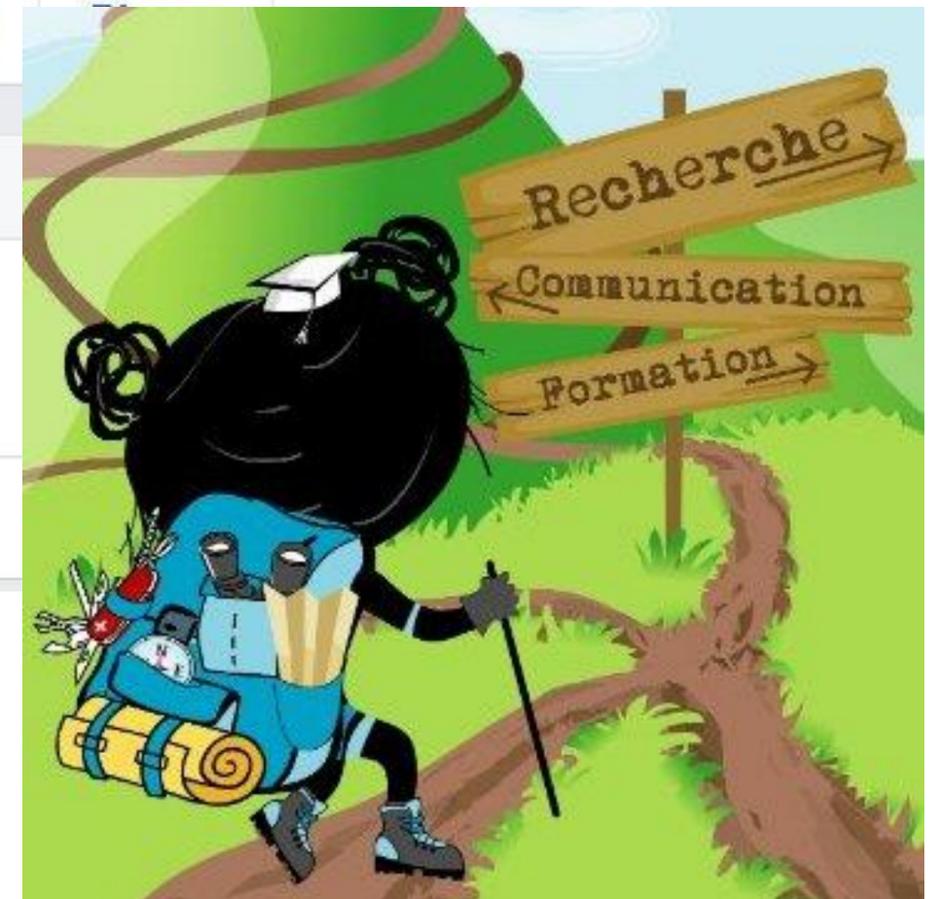
✓ Voir en premier ▼

Journal À propos Amis 7 en commun Photos

Intro

- PhD student, à Université de Liège (ULg)
- Études : Philosophie à Université de Liège
- Habite à Liège
- De Liège

Publier | Photo/vidéo



Sophia's profile on Facebook

In practical terms

The registration form is open twice a year.

The registrations are confirmed to the participants.

Once they attend it, they receive an online evaluation form.

They have to fill it in in order to receive their participation attestation and get credit for the training from their doctoral college.

Subsequently, we analyse all the evaluations, training per training, and we send a feedback to the trainer or speaker (continued improvement).



ERASMUS+ PROJECT
Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



Co-funded by the
Erasmus+ Programme
of the European Union

Université
de Liège



Sustainable ?

- We keep small budget (we mainly rely on the good will of all)
 - Work with your institutional partners (for us : Universities' libraries, HR department, Interface)
 - Extend your networks (national and international)
 - Train yourselves and get the skills to become the trainer (program "train the trainer", regular participation to trainings)
- We continuously improve our program to meet participants' expectations as well as the European recommendations



Co-funded by the
Erasmus+ Programme
of the European Union

Université
de Liège



Specific initiatives along the year with dedicated marketing :

Pars-en-thèse seminar : "3 days to get a foot in the door"

Intensive program of 3 days giving all information about doctoral studies, identifying all resource people they might need, and organizing small workshops

- We started in 2015, 1 session in October 2015
- This year (academic year 2016-2017), we organize 2 sessions (one in October - one in January - depending of the grants doctoral students get)



ERASMUS+ PROJECT
Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



Co-funded by the
Erasmus+ Programme
of the European Union

Université
de Liège



Séminaire Pars-en-Thèse
à destination des nouveaux doctorants



Donnez-vous
toutes les
chances de bien
démarrer
votre thèse!

Séminaire
« Pars-en-
thèse »

Université
de Liège 



Programme

Mardi 27 octobre 2015

10h30-12h30 Exposé "Pars-en-thèse"
E. Favart, Administration R&D

13h30-15h30 Table ronde "Poser sa question de recherche"

Mercredi 28 octobre 2015

09h30-12h30 Introduction à la sécurité et au bien-être au travail à l'ULg
E. Dinon et **S. Grubisic** - SUPHT

13h30-14h00 Eviter le plagiat dans sa thèse de doctorat
A.-F. Lanotte, Service guidance étude

14h00-15h30 Chercher et produire l'information scientifique
P. Thirion, Direction Réseau des Bibliothèques

Jeudi 29 octobre 2015

09h30-10h30 Organisation générale de l'ULg
V. Boveroux, Directrice Service des Affaires juridiques

10h30-12h30 Table ronde "Cotutelle et mobilité"

13h30-15h00 Attitude professionnelle et responsable du chercheur
I. Halleux, Directrice ARD

15h00-15h30 Rôles et enjeux du cahier de labo
E. Naveau, Interface Entreprises-ULg

Informations pratiques

- Durée : 3 jours
- Date : 27 au 29 octobre 2015
- Lieu : Complexe Opéra le 27 octobre. Place du XX-Août les 28 et 29 octobre
- Langue : français



ERASMUS+ PROJECT
Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



Co-funded by the
Erasmus+ Programme
of the European Union



Specific initiatives along the year with dedicated marketing :

Annual Workshop “Research, ethics & Society”

Organisé par le
Conseil à
l’Ethique
et à l’Intégrité
Scientifique
de l’ULg



Annual workshop “Research, Ethics & Society”:
**« La politique de l’excellence en
recherche : histoire, effets, enjeux »**

Conférence introductive du Professeur Michèle Leduc
25 février 2016 de 13h30 à 16h30
Sart Tilman B31, Amphi Tocqueville



Annual workshop about ethics in research

What is ethics in research ? What is an ethical behaviour ? What can be the impact on/implication for society ?

2015-2016 session : with Michèle Leduc (President of the ethics comity of the CNRS – France)

2016-2017 session : with Marcus Manufo (University of Bristol, Professor of Biological Psychology) « Scientific Ecosystems and Research Reproducibility »



ERASMUS+ PROJECT
Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



Co-funded by the
Erasmus+ Programme
of the European Union

Université
de Liège



Some numbers ... and feedbacks from participants

At the end of 2015, we conducted a satisfaction survey :

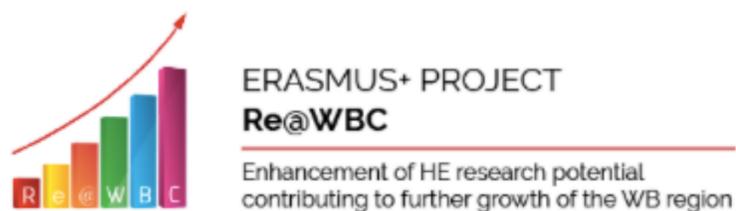
Around 500 persons have participated in our training sessions in 2015-2016

(we have around 2000 Phd students at the University of Liège, 400 to 500 new ones every year, and around 200-250 graduated every year)

Mainly from the faculties of science, medicine, agro biotech, applied sciences

Participants remarks :

Participants would like more training sessions in English, and more on other university campuses. They prefer one-day / half-day training formats, and recognized the training sessions are very useful (76%) for their studies and professional projects.



Co-funded by the
Erasmus+ Programme
of the European Union



Most appreciated training programs :

Tools for science Outreach , scientific communication and production

Other tools :

LaTeX (software) designed for the production of technical and scientific documentation (articles, scientific poster)

Statistics

Project management

Post-docs and experimented researchers show a clear preference for trainings related to scientific communication and for Phd student supervision.



ERASMUS+ PROJECT
Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



Co-funded by the
Erasmus+ Programme
of the European Union

Université
de Liège



To follow us :

<http://www.ulg.ac.be/recherche>

http://www.ulg.ac.be/cms/c_3511208/fr/tableau-recapitulatif-des-formations

http://www.ulg.ac.be/cms/c_7918519/fr/seminaire-pars-en-these-octobre-2016

Discussion

Thanks for your attention !

Rachel Delcourt r.delcourt@ulg.ac.be



ERASMUS+ PROJECT
Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



Co-funded by the
Erasmus+ Programme
of the European Union

Université
de Liège

