Careers of PhD-holders & Nacaps.
Emerging studies in Germany.

London, September 30th, 2019
Kolja Briedis
Design of the study

Total:
28,147 new PhD-holders in Germany in 2014
Changes between different sectors after PhD

<table>
<thead>
<tr>
<th>One year after PhD</th>
<th>Two years after PhD</th>
<th>Three years after PhD</th>
<th>Four years after PhD</th>
</tr>
</thead>
<tbody>
<tr>
<td>29%</td>
<td>28%</td>
<td>25%</td>
<td>25%</td>
</tr>
<tr>
<td>14%</td>
<td>17%</td>
<td>18%</td>
<td>17%</td>
</tr>
<tr>
<td>56%</td>
<td>55%</td>
<td>57%</td>
<td>58%</td>
</tr>
</tbody>
</table>
Professional situation of employees in research, development or academic teaching

42% are in research, development or academic teaching

<table>
<thead>
<tr>
<th></th>
<th>Full-time</th>
<th>Part-Time</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>88%</td>
<td>12%</td>
</tr>
<tr>
<td>Ø gross income/month</td>
<td>5.488 €</td>
<td>3.291 €</td>
</tr>
</tbody>
</table>

55% with fix-termed contract

45% with permanent contract

Source: PhD-holder survey 2017, 3rd wave
Professional situation of employees in research, development or academic teaching

48% Academic area (36% HEI, 12% RI)
- 85% with fix-termed contract
- 15% with permanent contract

52% Non-academic area
- 28% with fix-termed contract
- 72% with permanent contract

<table>
<thead>
<tr>
<th>Full-time</th>
<th>Part-Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>83%</td>
<td>17%</td>
</tr>
<tr>
<td>$4,655$</td>
<td>$3,169$</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Full-time</th>
<th>Part-Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>92%</td>
<td>8%</td>
</tr>
<tr>
<td>$6,173$</td>
<td>$3,538$</td>
</tr>
</tbody>
</table>

Source: PhD-holder survey 2017, 3rd wave
Nacaps: Design

- Initial survey (invitations sent by cooperating universities)
- Follow-up survey (by DZH W)

1. Sample doctoral candidates
2. Sample doctoral candidates
3. Sample doctoral candidates

Graduates of 2020
Further surveys as graduates
Further surveys as graduates

From 2019: Results available in the data portal
Regularly updated with results of follow-up surveys
## Nacaps: Topics

### Motives and attitudes
- Motives for graduating
- Decisions for certain universities
- Attitudes towards sciences

### Qualification process
- Mentor-Mentee relationship
- Ways of mentoring and support
- Satisfaction with mentoring
- Promotion and financing
- Fellowships in programmes and assessment

### Scientific work
- Competence development
- Cognitive career
- Networks and collaborative research
- Employment conditions

### Career paths
- Career strategies and decisions
- Careers inside and outside academia
- Tenure track
- Recruitment strategies at universities of applied sciences

### Individual background
- Aims in life
- Family and cohabitation
- Social origin
- Social capital
- Educational trajectories
- Personality traits

### Outcomes
- Research performance
- Involvement in teaching
- Publications
- Ph.D. success and drop-out
- Individual and societal returns

### Balancing out work and family life
- Spacial, international and intersectoral mobility
Thank you!

German Centre for Higher Education Research and Science Studies (DZHW)

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