Career Diversification Training for academic and research employees and PhD candidates

Modules	Topics	Description:
1. Overview of Career diversification (compulsory)	Overview of career paths after the PhD	This module should introduce various career paths that the PhD candidates can follow after finishing their doctorate. They could continue in academia, but also could be interested in other public administrations, industry, or starting their own bussiness. The lecture should offer basic overview of various options available with mentioning pros and cons of such career paths. Finally, there should be testimonials from young doctors showing diversity career paths.
2. Capacity self-assessment (compulsory)	Developing a professional project : what are the steps towards your "dream job"?	This module should enable the participant to carry out a first self-assessment analysis as a researcher. To know what they would like to apply their skills as researchers in the near future, to know why, and to be able to set milestones to achieve it. Identify people that can serve as referents in their close environment (academic or otherwise).
	Getting to know the job market	Beyond academia, this module should open new doors for participants. Participants will learn to identify the main labour market actors in their field, to know where and how to find relevant information about them, and how to explore the "hidden" labour market. It would help the participants to visualise themselves as researchers integrated into the industry environment.
	Identify, value and develop skills and competences	This module should show the necessary competences nedeed for different career paths: what should one know in orther to generate knowledge? How should one relate to other researchers? How to identify the skills and competences that are needed? Which skills are valuable? Participants are expected to know the skills and aptitudes expected by employers in the target field. The self-analysis carried out in the first topic of this module will enable them to identify their own skills and aptitudes and how to showcase them, focusing on the target occupation.
3. Capacity building: Soft Skills to improve your career opportunities (optional)	Healthy leadership: how to lead research teams? Methods and tools for professional conflicts management. Mentoring	Participants will learn the basic concepts of a healthy leadership style, through an approach with a positive focus. The ultimate goal is to optimise healthy leadership styles as a social-organisational resource that is essential to enhance personal and professional development and psychosocial well-being.
	How to introduce innovation and the social and environmental transformation issues in your research	This module should help participants to understand the concept of innovation as applied to research. In this sense, it would be interesting to be able to include examples from a wide range of fields. Subsequently, participants should learn how to evaluate and assess innovation in their own projects, as well as how to introduce it in their future projects. Understand the socio-environmental transformations issues and incorporate these issues into their professional activity and projects.
	Master new digital and collaborative tools and techniques	This module should provide participants with useful tools to manage the development of the research project, the distribution of resources (human and/or financial), the establishment of control milestones and their fulfilment, etc. It also should provide techniques that encourage collective intelligence and collaboration between and within teams.
	Effective funding applications to get resources for your research project	Participants should learn about European funding opportunities for industry-academia collaboration projects. It will show strategies on how to search for and identify relevant calls for proposals, as well as how to manage the search for partners and external collaboration with other entities.
4. From academia to industry and back (optional)	Spin-off/start-up creation	A peak into the creation of start-ups. How to get into the industrial sphere, what are the challenges? Tips on what you should know about start-ups and starting them. We can also integrate managerial and scientific knowledge; soft skills related to teamwork (problem solving, persuasive communication/"elevator pitch", networking, etc.); market analysis; technology transfer; eventually testimonies from researchers who created a successful/unsuccesflull spin-off". Testimonies from former PhD candidates
	How to incorporate industrial and applied research in an academic career	In this module, participants should learn about opportunities to generate benefits from their research, as well as ways to protect the results (e.g. Patents or Intellectual protection - software.