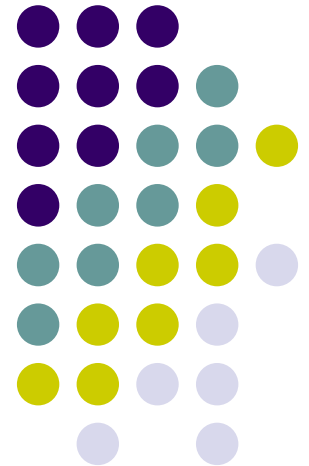


# Further career paths and options ...

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Heather Richardson  
University of York



# Session aims



- Review how we make career decisions
- Identify the transferable skills that you have and how you might like to use them in the future
- Researching career options
- Other support – networking
- What are your next steps?



# Interview each other

- What are your career aspirations?
- What does your dream job involve and what makes you suited to this role?
- What have you heard today?
- Does this have any impact on your plans?
- What questions do you still have?
- Where are you going to go to answer these?



# Career Planning

- **Self-awareness – what can you do, and what do you want to do ...**
  - Skills courses and testing
  - Personality tests and workshops
  - Psychometric testing
  - Interests, values, motivation
  - External factors
- **Opportunity awareness**
  - What is available?
  - Factors to consider?

# Factors associated with successful career transitions



- Self-awareness
- Curiosity and open-mindedness
- Exploration and experimentation
- Attention to detail – research
- Self-efficacy – ‘I can do this’
- Action and persistence
- ‘Creating your own luck’ and networks

# What are your options?



- **Stay in academia** – research and/or teach; other roles
- **Outside academia (related)** - transfer research skills and/or specific knowledge
- **Outside academia (other)** - using transferable skills, rather than specific knowledge
  - Direct entry
  - Graduate training scheme
  - Self-employment
  - Vocational training

# Jobs for which a background in Anthropology is ...



- Highly relevant
  - Field research
  - Government departments
  - NGOs
  - Education
- Useful
  - Social work
  - Media
  - Education
  - Business
  - Museums
  - Tourism
  - Town and Country Planning
  - Personnel management
  - Medicine and nursing
  - Research
- An extensive list, but what else can I do ...



# Transferring skills

- Analytical skills
- Clear & logical thinking
- Communication
- Critical evaluation
- Cultural awareness
- Gathering, assessing and interpreting data
- Literacy and expression
- Networking
- Project management
- Problem solving
- Research
- Working to deadlines
- Creativity

**Any others ...**

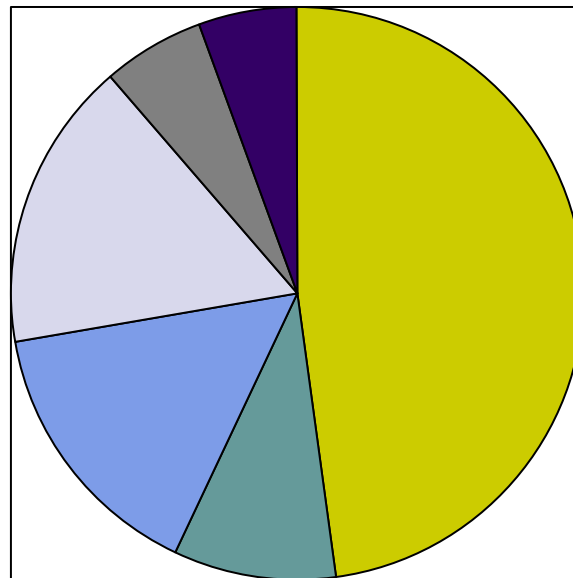


# Employment sectors entered by PhD graduates

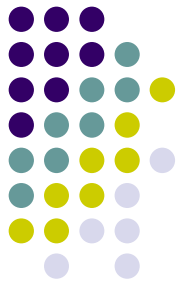


- 80% of UK PhD graduates entered the work place
- 14% took up research careers outside academia

## Job sector areas entered by PhD graduates



# The international job market ...



- China; emerging world leader in many industries, but graduate jobs are highly competitive
- USA; speculative applications are common in some sectors and networking is a key factor to gaining employment
- Poland; largest economy in central Europe, but high un-employment. Transferable skills are highly valued.

# Researching career options



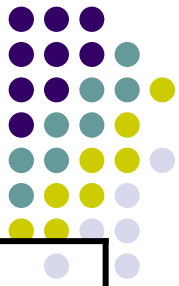
- Understand your career plan
- Labour Market Information
- Understand the competition
- The recruitment cycle
- Application procedures
  - Remember you have your own sources of information, your own knowledge & understanding, colleagues, friends and family
  - Gaining experience







# Sources of information



- Careers services
- Department / colleagues
- Publications
- Internet
- Career consultants & agencies
- Country Institutes/Associations
- Government organisations
- oneworld.net
- vitae.ac.uk
- prospects.ac.uk
- eurograduate.com
- rileyguide.com

# Making the decision – Six thinking hats



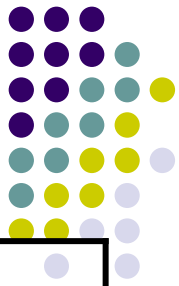
Thinking Hat	Focus	Insights
	<ul style="list-style-type: none"><li>• Available data</li><li>• Past trends</li><li>• Gaps in the data</li></ul>	
	<ul style="list-style-type: none"><li>• Intuition</li><li>• Gut reaction</li><li>• Emotion</li></ul>	
	<ul style="list-style-type: none"><li>• The pessimistic viewpoint</li><li>• Why might it NOT work?</li></ul>	
	<ul style="list-style-type: none"><li>• The optimistic viewpoint</li></ul>	
	<ul style="list-style-type: none"><li>• Creativity</li><li>• Other ways of doing things</li></ul>	
	<ul style="list-style-type: none"><li>• Process control</li></ul>	







# Making the decision – In groups



- Choose a career option
- Review the choice using the six hats

# Making the decision – Six thinking hats



Thinking Hat	Focus	Insights
	<ul style="list-style-type: none"><li>• Available data</li><li>• Past trends</li><li>• Gaps in the data</li></ul>	
	<ul style="list-style-type: none"><li>• Intuition</li><li>• Gut reaction</li><li>• Emotion</li></ul>	
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	<ul style="list-style-type: none"><li>• Process control</li></ul>	

# Networking = Creative job hunting



- What are your networking opportunities?
- What do you want to gain from the overall process?
- Have you carried out preliminary research?
- Create a list of contacts?
- Make effective use of contacts.
- Reflect and evaluate information gained.
- The growing importance of social networking sites – don't forget to evaluate.



# Talk in pairs ...



- What have you heard today?
- Does this have any impact on your plans?
- What questions do you still have?
- Where are you going to go to answer these?
  
- ACTION – who will check