

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. The shapes are primarily triangles and polygons, creating a dynamic, modern aesthetic. The text is centered in the white space between these shapes.

What makes a PhD graduate employable? An Industry Perspective

PANEL SESSION

PANEL PERSPECTIVES

- ▶ University-Industry interface
- ▶ Global industry leader known for innovation
- ▶ Australian SMEs

- ▶ Industry in Australia: 97% SMEs + 3% Large

- ▶ Cultural effects on decision making
- ▶ STEM vs. STEAM
- ▶ STEM students can care about human perspective - equally, HASS students can appreciate science
- ▶ 'Everything looks like a nail, when you have a hammer' ~ tool vs. toolkit
- ▶ Post PhD - you have to demonstrate you're worth hiring and worth keeping
- ▶ PhD demonstrate potential (ability to overcome obstacles, think, analyse, complete an objective), but doesn't guarantee success in a job
- ▶ A company hires people to add value and there is an ROI ~ internship during PhD study helps demonstrate ROI
- ▶ Understand customers, the market, diversification - gain competitive advantage using innovation
- ▶ Dollars and cents, pitch ideas (communicate) - the audience is often non-technical and time poor, with competing demands on budget available
- ▶ Use approximations, extrapolations (not perfection) - learn to identify and mitigate risk
- ▶ Opportunities are inherently risky - fail fast, fail cheaply, and learn from it
- ▶ Culture of innovation in a company matters (FTO, talent enhancement)
- ▶ Entrepreneurship culture
- ▶ PhDs need greater exposure and training to be industry ready e.g. C&P model at Monash

Industry views

- ▶ Expected ROIs on graduates/recruits
- ▶ Is a PhD relevant after someone is hired or to get through the door?
- ▶ Are PhD grads paid more or just open to more career opportunities (if and only if they apply themselves?)
- ▶ Stereotyping (e.g. PhD perceived to be too theoretical? Really wanted to be in academia?)
- ▶ Is Australian industry culture open to hiring more PhD grads?
- ▶ Is industry culture in Australia enabling the best out of PhD hires?
- ▶ Are they hired for deep vertical expertise or for their ability to think laterally?