



Implementing Local Talent Management Centres in Higher Education

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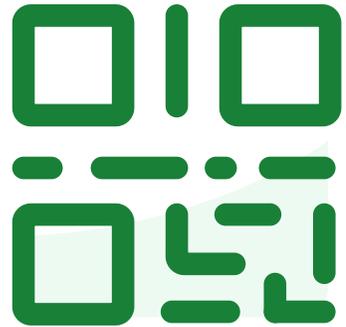
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Agenda

- » **Introduction to Talent Management Centres (15 mins)**
- » **Brief Q&A to clarify any immediate questions. (5 mins)**
- » **Case studies of TMC implementation (15 mins)**
- » **Top tips from the pilot projects (10 mins)**
- » **Discussion group - Interactive Activity (20 mins in total)**
- » **Resources (5 mins)**

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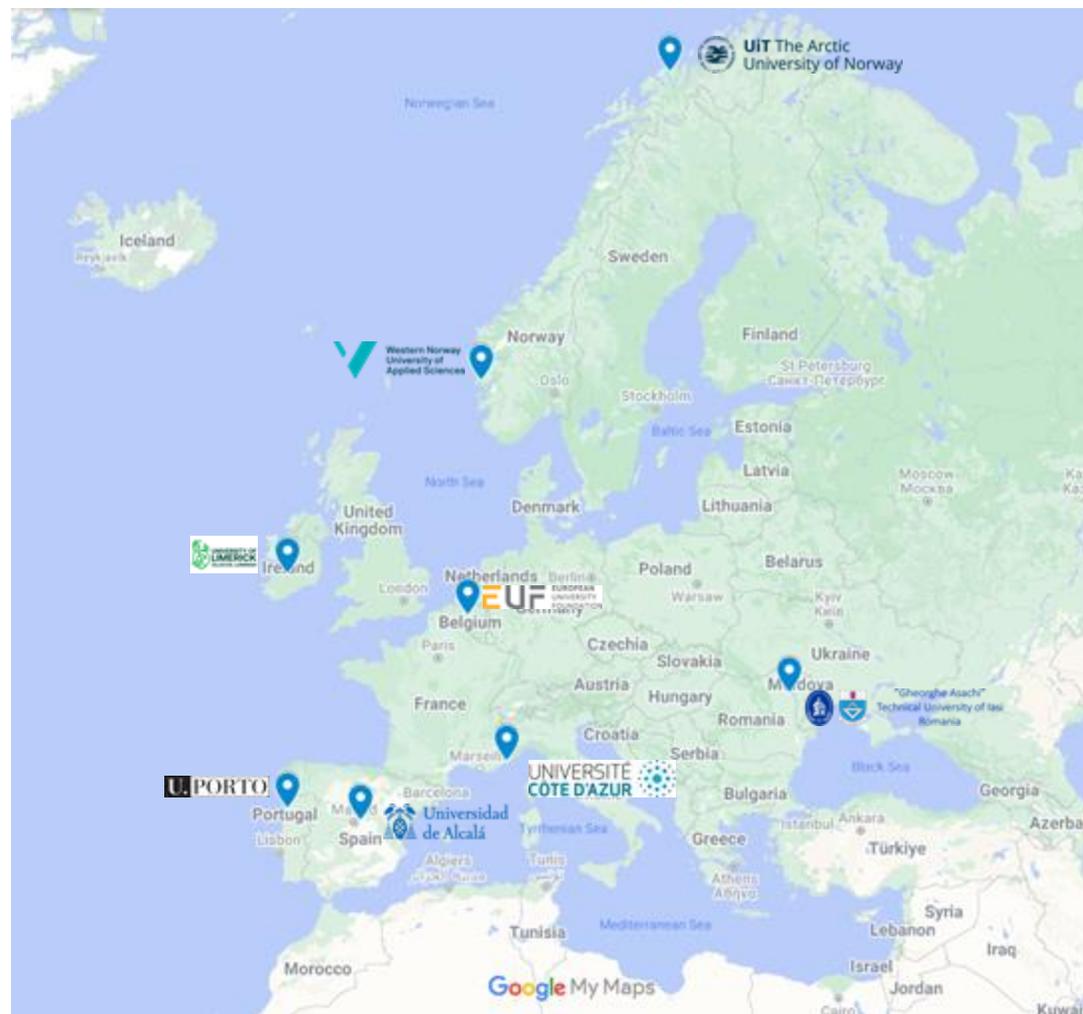
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Current Awareness of TMCs

"How familiar are you with the concept
of Talent Management Centres (TMCs)?"

DocTalent4EU consortium

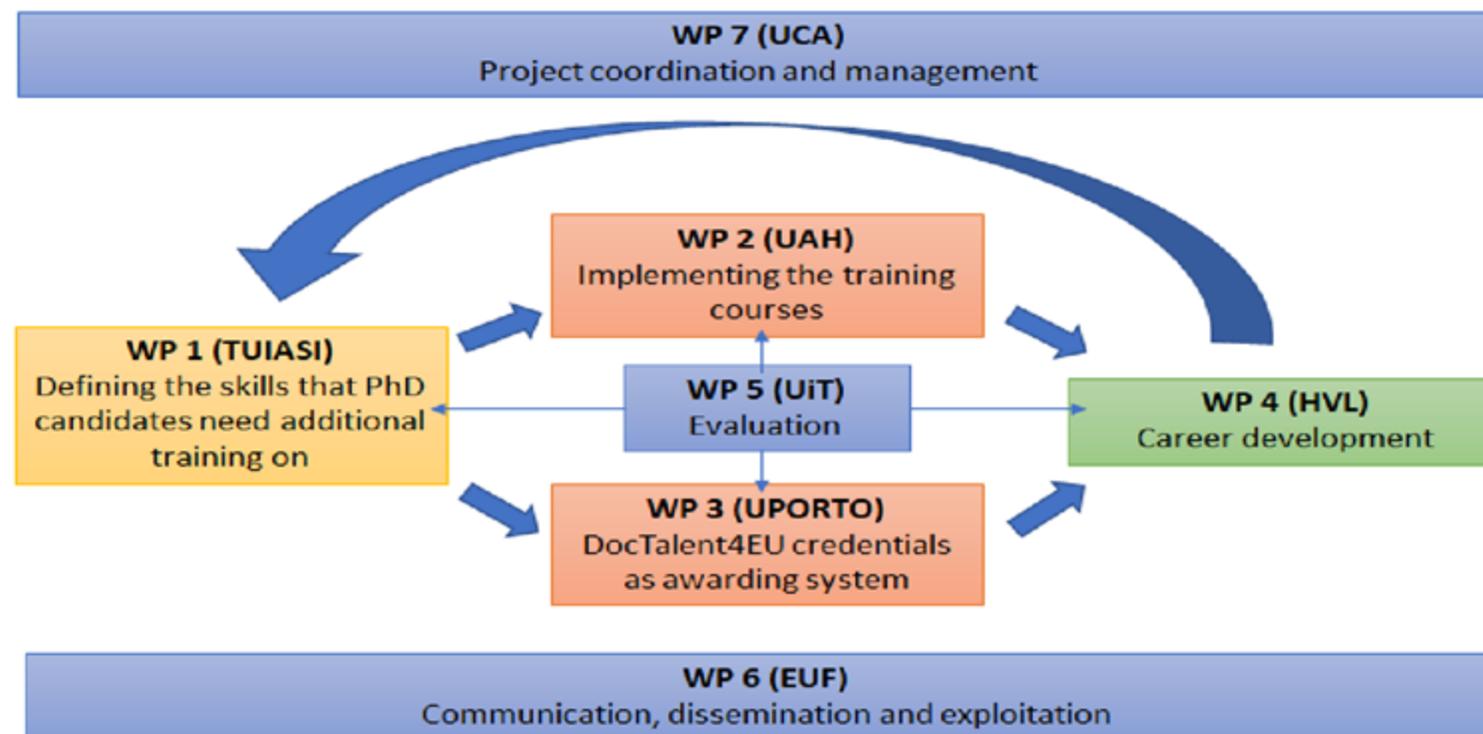


Doc Talent4EU project partners



DocTalent4EU mission

Enhance PhD employability through a strong, visible and **innovative recognition system** of the most **in-demand transferable skills** that ECRs acquire through their doctoral training and research activities.



1) Introduction to Talent Management Centres (TMCs)

Role in supporting PhD candidates' career development

Importance of TMCs for higher education institutions

TMC services

Talent Management Centres (TMC) Services

- » **Early career and employability roadmaps**
- » **Portfolio of career examples**
- » **Pitching events**
- » **Practical support for recruitment**
- » **Specific support for PhD entrepreneurs**
- » **Alumni Networks & Gatherings**



TMC Building Blocks Concept



Alignment with Strategic Goals

- **Importance of aligning TMCs with institutional and national strategic goals.**
- **Ensures that TMCs contribute to broader educational and employability objectives.**

Sustainability & Resource Mobilisation

- » **Using existing resources to sustain TMC operations, e.g digital tools and platforms**
- » **Importance of integrating TMCs into institutional frameworks:**
 - » **maximise efficiency**
 - » **reduce operational costs**
 - » **long-term viability**

Brief Q &A

» Questions on
Introduction Segment?



2) Case Studies: TMC Implementation

» (i) University of Limerick (UL), Ireland

- » - Strategic alignment and institutional preparedness
- » - Governance model and stakeholder involvement
- » - Implementation of core services
- » - Funding model and resource allocation



2) Case Studies: TMC Implementation

» (ii) Western Norway University of Applied Sciences (HVL) Case Study

- » - HVL's approach to TMC implementation
- » - Challenges and strategies for overcoming barriers
- » - Unique aspects of HVL's TMC structure and services



2) Case Studies: TMC Implementation

» (iii) University of Porto

- » Strategic framework: TMC well-aligned with the university's overall strategies and PhD employability goals
- » Resource allocation: Funding and sufficient resources allocated enabled advanced implementation.
- » Centralised model of governance ensured strategic coherence
- » Services, e.g. Early Career and Employability Roadmap, adapted to local requirements



3) Top Tips from Pilot Projects

- » **Key insights from institutions' experiences**
- » **Common challenges and effective solutions**
- » **Best Practices**
 - » **Governance**
 - » **Service Implementation**
 - » **Resource Allocation**





Active poll



"How important do you believe TMCs are / could be for enhancing Phil employability?"

- Extremely important
- Important
- Somewhat important
- Not important

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4) Discussion Group

» **Primary challenges and opportunities**

» **Please consider:**

- » - **Institutional readiness and strategic alignment**
- » - **Potential governance models**
- » - **Core services to prioritise**
- » - **Resource allocation and funding strategies**



5) Resources: Where to Find Support

Resources available
through DocTalent4EU
project

Potential collaborations
and networking
opportunities

TMC implementation
roadmap

10 REASONS YOUR INSTITUTION NEEDS A TALENT MANAGEMENT CENTRE



1

Enhance Employability: Equip PhD graduates with skills for diverse careers in academia, industry, and entrepreneurship. Address the growing need for non-academic career support.

2

Meet Employer Needs: Strengthen university-employer connections and align PhD training with workforce requirements to bridge the industry-academia gap.

3

Support PhD Well-Being: Provide career clarity and tailored guidance to reduce anxiety and improve satisfaction with structured career support.

4

Improve Institutional Reputation: Attract prospective students and funding by showcasing commitment to PhD career development and leadership in doctoral education.

5

Strengthen Alumni Engagement: Build a strong alumni network and foster mentoring and industry insights through lifelong connections.

6

Foster Interdisciplinary Collaboration: Connect PhD candidates with cross-disciplinary opportunities, enhancing research impact and innovation.

7

Attract Funding & Partnerships: Leverage the TMC to secure external funding and partnerships, demonstrating value through successful graduate careers.

8

Address Skills Gaps: Provide training in transferable skills (e.g., communication, leadership, digital skills) to prepare PhDs for global challenges.

9

Align with Policies: Respond to national and EU policy initiatives focused on employability and higher education's societal impact.

10

Drive Innovation & Economic Impact: Support graduates in entrepreneurship and innovation, enhancing the university's economic footprint and knowledge transfer culture.



Thank you for your attention

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