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### **Abstract**

How can universities best support their doctoral candidates and assist them in reaching their full potential? This is an issue becoming more and more pertinent with the development of the European Higher Education Area and the increasing number of future doctoral candidates. The article provides an example of what a group of universities did to promote transferable skills courses, and eventually recommended train the trainer courses and general institutional strategies to encompass human resource policies. The article encourages colleagues to use the examples provided to design their own courses and institutional strategies to ensure research-based knowledge transfer and highly trained talents both in-house and beyond. (HRK / Abstract übernommen)