



The new European Research Area

Promoting attractive and sustainable research careers, and Empowering universities to develop in line with ERA

*R&I Actors and Research Careers
European Commission, DG R&I*



Promoting attractive and sustainable research careers

Challenges for researchers



Often **precarious working conditions**, based on cross-border and project-based temporary contracts → negative effects on attractiveness of careers in research and on mental health



Skills provided to doctoral candidates too often focused on careers within academia



Researchers need to seize **opportunities in the broader labour market**, including beyond academia or creating their own business → right skillset needed



Higher education institutions and industry need to partner to anticipate the skills needs

Deepening the ERA: Action 4 – Strengthen research careers

ERA Policy Agenda: DEEPENING A
TRULY FUNCTIONING INTERNAL
MARKET FOR KNOWLEDGE

Council Conclusions on Deepening
the ERA: ATTRACTIVE RESEARCH
CAREERS (May 2021)

Action 4 – Promote attractive and sustainable research careers, balanced talent circulation and international, transdisciplinary and inter-sectoral mobility across the ERA

→ 26 MS, 3 AC and 13 SH committed to the action

A political partnership for young researchers?

Member States, Commission, all public and private actors in the R&I system to **join forces** in a political partnership for attractive, sustainable, interoperable careers for early career researchers

Setting standards

- European Framework for Research Careers: *legislative initiative for attractive research careers*

Supporting implementation

- Research & Innovation Careers Observatory (RICO): *monitoring jobs, conditions, mobility*
- ERA Talent Platform, Excellence in Careers award, ResearchComp,...: *supporting tools*
- Mutual Learning Exercises (PSF): *exchange of practices to support reform of R&I systems*

Coordinating investments

- Pilot in Horizon Europe 2024: *awarding excellent research career ecosystems?*
- Coordinating investments with Member States and private sector: *co-programmed partnership?*

Framework for Research Careers

Definition of researcher/research professions

- Frascati definition
- Revised R1-R4 profiles with examples of occupations for each level

Recognition of research professions and comparability of research careers

- Equal esteem and reward for different career paths
- Mapping of career structures by HR against R1-R4

Recruitment and working conditions

- OTM-R, attractive working conditions, social protection (RESAVER)
- Specific measures and incentives for R1-R2

Researchers skilled for inter-sectoral careers and entrepreneurship-innovation

- Skills based on ResearchComp and interaction in ecosystems
- Entrepreneurship
- ERA4You

Career development and progression

- Recognition of all mobility experiences
- Advisory/support services
- Reformed assessment
- Fair accession/progression

Balanced circulation of talents and making Europe an attractive destination

- MS to make research systems more attractive
- EC to support MLEs and monitor flows

Support actions for research careers

- Strengthen EURAXESS and develop ERA Talent Platform
- New C&C for all sectors and transition measures

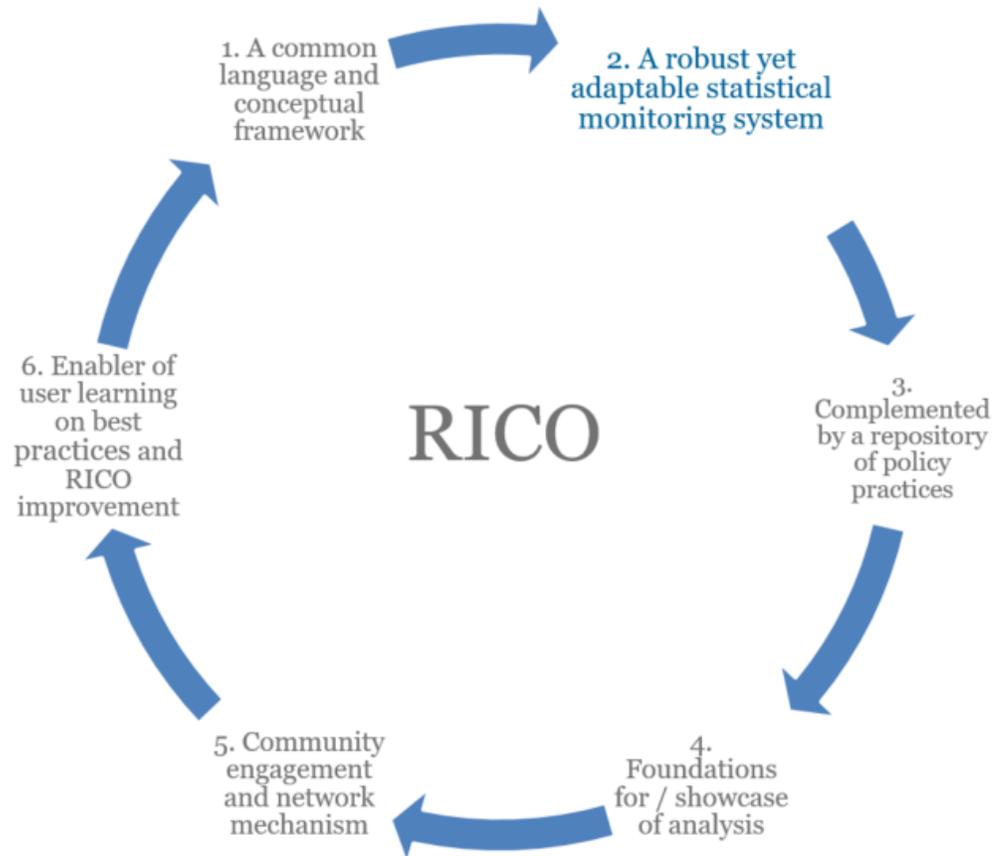
Monitoring of research careers

- Observatory on research careers in addition to ERA monitoring systems

Research & Innovation Careers Observatory (RICO)

Data intelligence and monitoring of labour market trends

Partnership with OECD in preparation for period 2023-2028



Skills/quals
<ul style="list-style-type: none">• Occupations• Individuals• Institutions

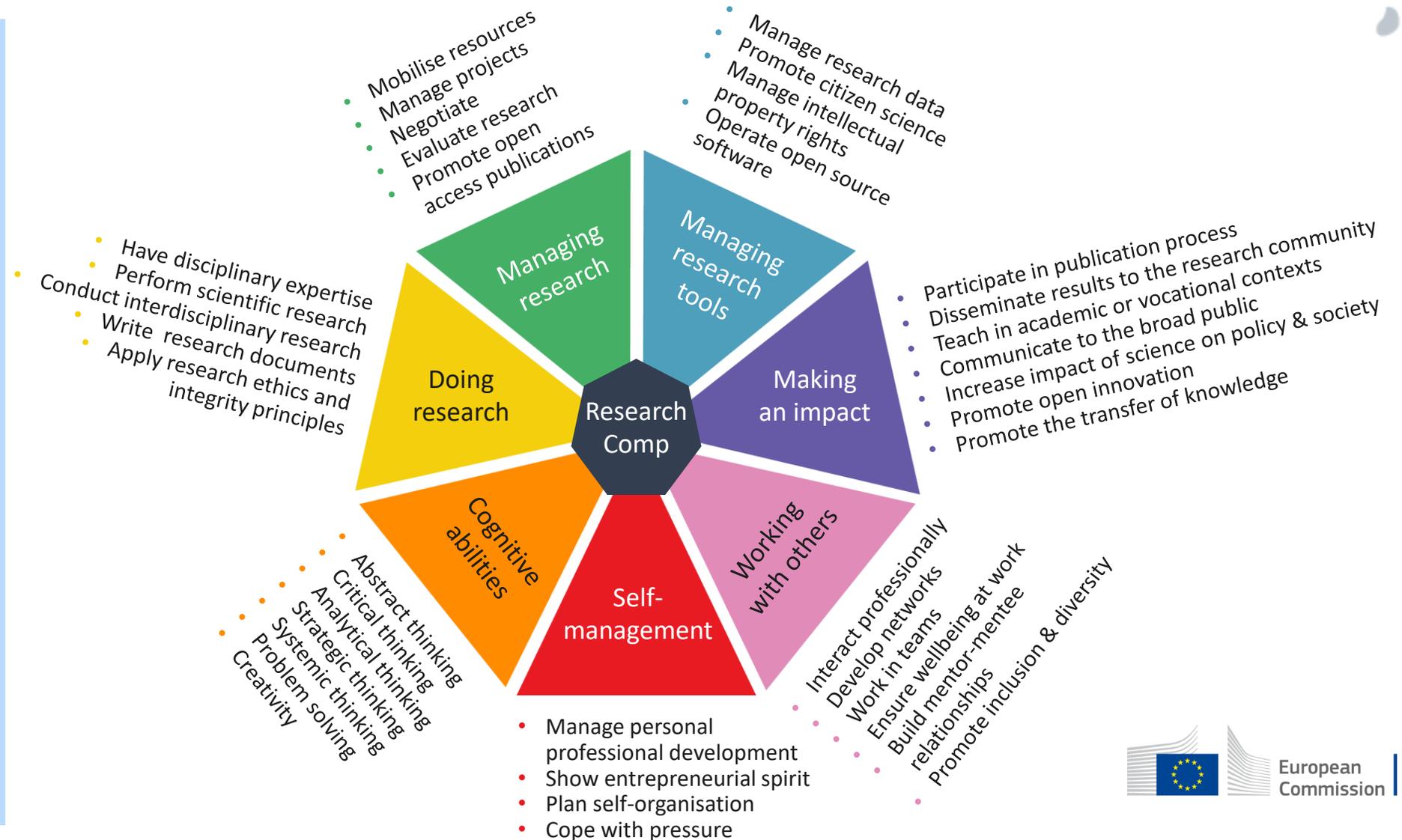
Research jobs
<ul style="list-style-type: none">• Supply• Demand• Remuneration• Work conditions (terms)• Social & org

Mobility
<ul style="list-style-type: none">• Talent circulation• Talent exchange• Brain drain• Intersectoral & interdisciplinary

ResearchComp: the European Competence Framework for Researchers

Important to keep in mind that:

- All competences are equally important & interrelated
- Competences can be acquired via **dedicated training, on-the-job-training, peer-to-peer learning, coaching and mentoring**
- Each stakeholder can use the Framework as a starting point to address its **own needs**
- Researchers need to **develop competences in all 7 areas, but should not acquire the same or the highest level of proficiency for all competences**





Academia-industry cooperation

- transfer of researcher knowhow to businesses, talent flow from academia to industry, business, public entities, non-profit organisations, cultural sectors



Training and lifelong learning

- upskilling and reskilling of researchers, talent flow from academia to industry or vice-versa
 - i. to cover specific skills demand/needs by non-academic sectors in specific areas
 - ii. to build R&I support capacity, such as data stewards, research infrastructure operators,...



Researchers' entrepreneurship

- focused on development of entrepreneurial skills for researchers

→ **Mutual Learning Exercise in 2023** (*Policy Support Facility*)

Empowering universities

European strategy for universities

1 Strengthen the European dimension in higher education and research

Bringing transnational cooperation to a higher level contributes to a culture of excellence and inclusion, a true European identity, and global competitiveness and attractiveness

2 Consolidate universities as lighthouses of our European way of life

Strengthen quality and relevance for future-proof skills

In a fast changing environment, universities need to strengthen their capacities to equip young people, lifelong learners and researchers with the right competences and skills

Foster diversity, inclusiveness and gender equality

More institutional changes are needed for universities to become places of truly equal opportunities

Promote and protect European democratic values

Universities need to be places of freedom: for speech, thought, learning, research

3 Empower universities as key actors of change in the twin green and digital transitions

Develop skills, competences and technological innovation for the green and digital transition

Universities are key actors for the green transition and for a more sustainable world. We need to make 'connected universities' a reality

4 Reinforce universities as drivers of Europe's global role and leadership

Universities are instrumental in building Europe's connections with the world

ERA Action 13: Empower higher education institutions to develop in line with the ERA, and in synergy with EEA

Cooperation for excellence

- Raise excellence in science and in value creation through integrated and inclusive cooperation of higher education institutions
- *Support implementation of ERA actions in higher education institutions, in particular digital transition and research careers*

Competitiveness

- Align MS efforts to improve global visibility and competitiveness of Europe's universities

⇒ **ERA Forum subgroup** (Member States, stakeholders, Commission)

ERA Action 13

potential outcome

Support to policy:



Support to establish **national initiatives for excellence** in support of HEIs



Development of **European excellence initiative** (*European dimension of HEIs on R&I*)

Programme (partly ongoing, actions in test phase):



Counseling to support institutional change in HEIs in ERA priorities (*'acceleration services'*)



Capacity building through inclusive cooperation of HEIs (*WIDERA 'excellence funding'*)



Piloting pooling of R&I resources in support of HEI cooperation (*partnership?*)

WIDERA 2023-2024

Destination #1 ACCESS:

Excellence funding for HEIs



- *Coordination and Support Action*
- Aim: to raise excellence in science & value creation in HEIs, and increase global visibility and competitiveness
- Support to implement **ERA priorities**, through inclusive and integrated collaboration in **alliances of HEIs**

Budget EUR 54 million

HORIZON-WIDERA-2023-ACCESS-03

***Call closure:
12 April 2023***

- Competitive support for inclusive alliances of HEIs, for joint R&I agenda
- Implementation of ERA Policy Agenda, incl. attractive careers, digital transition, sharing resources and infrastructures
- Up to 20% budget for **research activities**
- Emphasis on widening countries

Thank you! Questions?