

Eurodoc Conference 2021: Improving Doctoral Training in Europe 14 July 2021

Session #3: Career development of Early-Career Researchers



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R&I Actors and Research Careers



Challenges for researchers

Europe faces **societal, ecological, economic challenges** → action needed to deliver **Europe's recovery**



Ongoing skills mismatch between industry needs and skills delivered to the market



New skillset needed to prepare for the green and digital transition



Researchers need to be able to reap all opportunities in the broader labour market through the right skilling (e.g. entrepreneurship, digital etc)



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

Essential to ensure delivery and flow-through of **highly skilled and resilient talents**

Reinforcing knowledge

European Research Area (ERA)

European Education Area (EEA)



Digital Education Action Plan

Skills Agenda

The New ERA - State of Play

September 2020

Commission Communication “A new ERA for Research and Innovation”

- Rethink the governance of ERA
- Develop with MS a new approach to set and implement an ERA policy agenda through an ERA Forum for Transition and by means of a Pact

December 2020

Council Conclusions on the new ERA

January 2021

Establishment of the ERA Forum for Transition

- Eight meetings
- Two workshops with ERA stakeholder umbrella organisations
- Some covered topics: ERA governance framework, ERA policy agenda, four ERA pilot actions

June 2021

Launch of EC interservice consultation on a “Pact for Research and Innovation in Europe”

- Foreseen Commission adoption before the summer break
- Council Conclusions before the end of 2021

European Framework for Research Careers

Synergies with employment and social policy

• Recognition of the profession



- ESCO update
- Skills taxonomies
- Competence framework
- Transposition through EURES
- Links with Europass and EQF

• Entry and employment conditions



- Employment conditions including transferability of pensions, social security
- Access to labour market (Students and Researchers' Directive)


Synergies with the European Education Area

- **European Strategy for Universities** (human capital development module)
- **European Universities as testbed**

Research policy

- **ERA Priority 3 assessment** (Charter and Code, HRS4R, EURAXESS) jointly with ERAC Task Force
- **Framework** to address challenges:
 - ✓ **within academia** (e.g. tenure track, assessment, diversification, international)
 - ✓ **outside academia** (e.g. interoperability of research careers in industry)

Nourishing and attracting talent

- Brain circulation 
- Intersectoral mobility
- Training and career development
- Widening



- ✓ **ERA4You**
- ✓ **ERA Talent Platform** expanding EURAXESS:
 - Governance
 - Network & services
 - Portals and tools



Data intelligence and monitoring labour market patterns, trends and dynamics

- ✓ Set up an **Observatory** on Research careers

Deepening the European Research Area: Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality“



The improvement of researchers' careers has been a top priority for the Portuguese Presidency. The pandemic further highlighted that this is very much needed in order to preserve and promote a resilient and competitive Europe. These conclusions mark a first step towards making research careers across Europe more attractive and sustainable and allowing brain circulation to become a reality.

Manuel Heitor, Portuguese Minister for Science and Technology and Higher Education

Council Conclusions adopted on 28.05.2021

<https://www.consilium.europa.eu/media/49980/st09138-en21.pdf>

Deepening the European Research Area

Council Conclusions on Research Careers (2/2)



Development of an internal market for research that offers **improved framework conditions** for research careers, both in the academia and beyond



Importance of attracting and retaining talent in Europe: **facilitate interoperability and comparability** among research careers



Reinforce the synergies with EEA/EHEA: **European Universities** suitable platforms to test possible models for joint recruitment schemes, training and career development at transnational level



Improve skills and lifelong training for researchers, in particular young scientists, and to boost recruitment and facilitate career progression while promoting measures to reduce the precariousness of research careers

Towards a European Strategy for Universities

Synergies between EEA and ERA

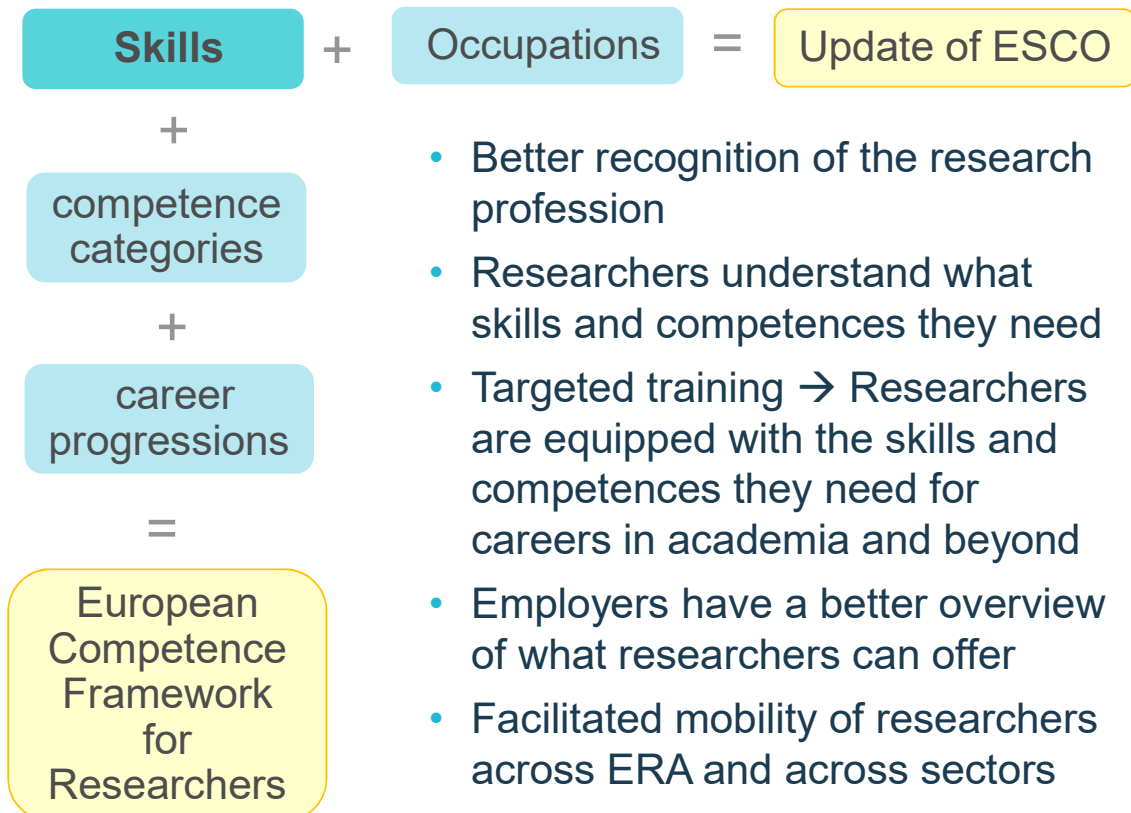


*Council Resolution (26-02-2021),
building blocks of the Strategy*

Inclusion
Innovation
Connectivity
Digital and Green readiness
International competitiveness
Fundamental academic values and high ethical principles
Employment and employability

European Universities Initiative: pioneering institutional changes in education, research, innovation, service to society

Competence Framework for researchers and Taxonomy of skills for researchers



ESCO: European Skills, Competences, Occupations and Qualifications classification

Emerging skills: Citizen Science / Open Science / Big Data Analysis...

Occupations: *analysis ongoing (job vacancies → linking skills with jobs)*

Career progression:

R1: First Stage Researcher (PhD Candidate)
R2: Recognised Researcher (Postdoc)
R3: Established Researcher (Assistant/Associate Professor)
R4: Leading Researcher (Full Professor)

The Charter & Code for Researchers

Revamping, increasing ambition



2021: assessment

- Taking stock (Charter & Code, HRS4R, EURAXESS)
- Defining needs to revamp (future set-up)
- Towards more ambitious C&C:
 - Human Resources and Mobility trends
 - Open Science
 - Gender

1279 Institutions have endorsed the Charter & Code principles
 600 research institutions in 40 Countries received the HR Excellence in Research Award

Reform of the research assessment system

Towards a new modus operandi for science (& careers)

Current System (dominant)		Open Science approach	
Excellence defined largely on the basis of <i>where</i> scientists publish		Composite definition of excellence	
Incentivises researchers to produce specific outputs (<i>mainly publications</i>) and to publish as much and as fast as possible (<i>publish or perish!</i>)	Use of quantitative metrics	Incentivises researchers to share knowledge/data early and openly, to collaborate, and to increase quality and impact; While considering diversity of outputs and research cultures	Use of qualitative and quantitative metrics
Rewarding individual competing scientists - gaining scientific prestige		Rewarding team work, collaboration and sharing to achieve societal impact (e.g. Covid-19)	

- *Agreement by 2022 (such as an MoU) with a coalition of willing RPO and RFP?*
- *Academic career assessment reform as priority in European Strategy for Universities?*

European Talent Platform

EURAXESS extended

For researchers

Mobility Support

- Enhanced services for researchers and families:
 - Social-cultural integration
 - Labour integration

Career Development

- Different levels of support:
 - Basic career orientation: information and signposting
 - Advanced services: mentoring, career advisor, training and coaching

For institutions

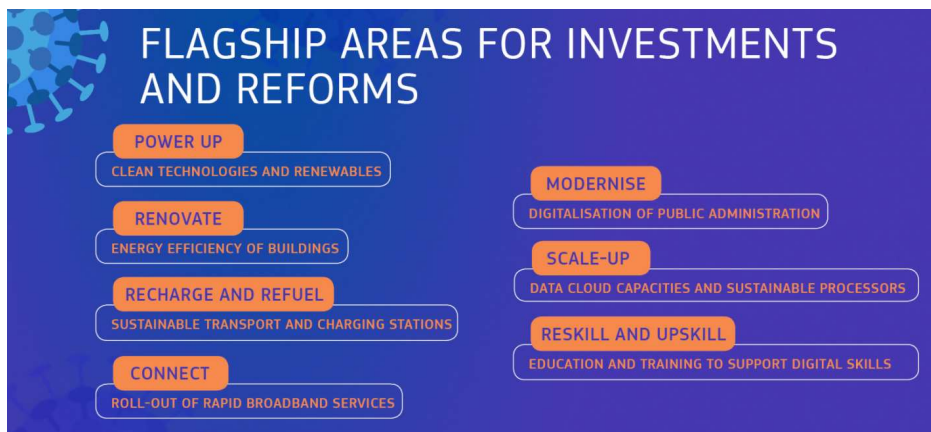
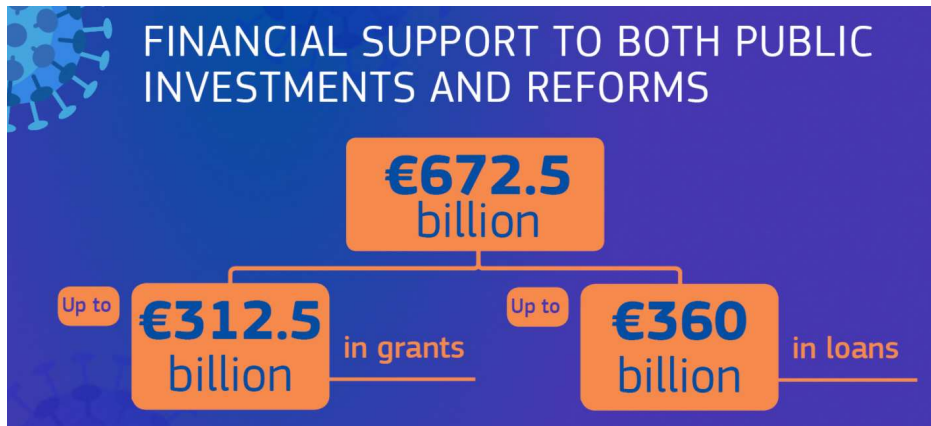
Networking activities

- To connect researchers, employers and local/regional R&I Communities
- Formal and informal settings enabling interaction with large groups and bilateral discussions

Communities of Practice

- Sub-practices of talent management
- Enable best-practice sharing
- Keep R&I communities alive and informed about ERA policy measures in different areas

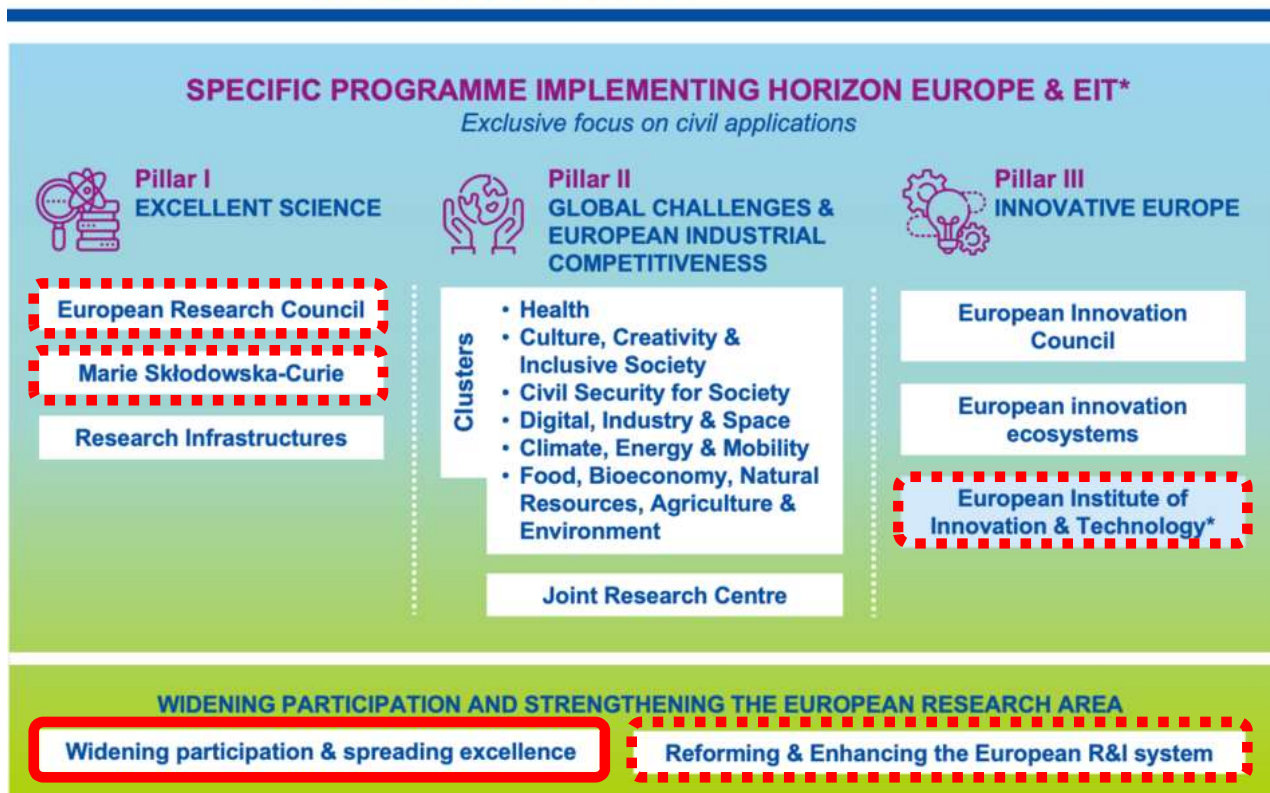
Recovery and Resilience Facility (RRF)



- **Mobilising R&I** for accelerating the twin transitions
- Strengthening the public science base and **developing human resources for R&I**
 - Investments in human resources (improving the attractiveness of research careers, training and top talents)
 - Reforms of research careers
 - Incentives for researchers' mobility (incl. intersectoral)
 - Investments and reforms on Digital Education, skills, emerging professions, infrastructure
- Support to more structured cooperation between public research and businesses
 - E.g. investments in knowledge transfer structures

Horizon Europe, contributing to strengthening the ERA

HORIZON EUROPE



[Funding & Tenders portal](#)

[Horizon Europe Infodays](#)

* The European Institute of Innovation & Technology (EIT) is not part of the Specific Programme

https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/our-digital-future/era_it