



# HORIZON EUROPE

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THE EU  
RESEARCH & INNOVATION  
PROGRAMME  
2021 – 2027

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**WIDERA**  
Widening participation and  
Strengthening the European Research Area  
(ERA)

**WIDERA Info Day**  
**22 April 2024**



# New ERA call 2024

HORIZON-WIDERA-2024-ERA-02

*Joerg Niehoff*

*RTD.A.2 - ERA, Spreading Excellence  
and Research Careers*

# Info day agenda: ERA call 2024

<b>1. Experimentation and exchange of good practices for value creation</b>	HORIZON-WIDERA-2024-ERA-02-01	10h05 – 10h30
<b>2. Science comes to town</b>	HORIZON-WIDERA-2024-ERA-02-02	10h30 – 11h30
<b>3. Talent ecosystems for attractive early research careers – pilot</b>	HORIZON-WIDERA-2024-ERA-02-03	11h30 – 12h30

**Call opening: 15 May 2024**

**Call closing: 25 September 2024**

# A new vision for the European Research Area (ERA)

## What is the new ERA?

A single,  
borderless market for  
research, innovation  
and technology  
across the EU...

...where  
countries come  
together and improve  
their research policies  
and systems...

...and where there  
is free movement  
of researchers,  
knowledge and  
innovation.

## What are the objectives of the new ERA?



Prioritise  
investments in  
research and  
innovation



Strengthen the  
mobility of  
researchers and  
free flow of  
knowledge and  
technology



Improve access  
to excellence



Boost market  
uptake

# ERA Policy Agenda: 4 priority areas and 20 actions

New ERA call 2024

## DEEPENING A TRULY FUNCTIONING INTERNAL MARKET FOR KNOWLEDGE

1. Open sharing of knowledge, incl. EOSC
2. Data legislation fit for research
3. Reform of research assessment
4. **Strengthen research careers**
5. Gender equality and inclusiveness
6. Protect academic freedom
7. **Better knowledge valorisation**
8. Research infrastructures
9. International cooperation, reciprocity

## TOGETHER FOR TWIN GREEN AND DIGITAL TRANSITION, AND INCREASING SOCIETY'S PARTICIPATION IN THE ERA

10. R&I Missions and Partnerships for ERA
11. Green energy transformation
12. Transition of industrial ecosystems
13. Empower higher education institutions
14. **Bring science closer to society**



## AMPLIFYING ACCESS TO RESEARCH AND INNOVATION EXCELLENCE ACROSS THE UNION

15. Regional and national R&I ecosystems
16. EU-wide access to excellence
17. Strategic capacity of public RPOs

## ADVANCING CONCERTED R&I INVESTMENTS AND REFORMS

18. Coordination national support for ERA
19. ERA monitoring mechanism
20. Prioritisation and coordination of R&I investments and reforms

# More information



**Sli.do**  
**#WIDERA**

WIDERA Work Programme: [https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2023-2024/wp-11-widening-participation-and-strengthening-the-european-research-area\\_horizon-2023-2024\\_en.pdf](https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2023-2024/wp-11-widening-participation-and-strengthening-the-european-research-area_horizon-2023-2024_en.pdf)

For questions about research and Horizon Europe, you can contact the Research Enquiry Service: [https://research-and-innovation.ec.europa.eu/contact-us/research-enquiry-service\\_en](https://research-and-innovation.ec.europa.eu/contact-us/research-enquiry-service_en)

**APPLY IN FUNDING AND TENDERS PORTAL:** <https://ec.europa.eu/info/funding-tenders/opportunities/portal/>

# **ERA 2024-02 Knowledge Day and Brokerage Event**

**17 June 2024**

**Online HORIZON-WIDERA-2024-ERA-02 brokerage event  
by the European network of WIDERA National Contact Points**

**More info soon: [www.ncpwideranet.eu](http://www.ncpwideranet.eu)**

# Experimentation and exchange of good practices for value creation

HORIZON-WIDERA-2024-ERA-02-01

*Iphigenia Pottaki*  
*Stefanie Kalff-Lena*  
*RTD.E.2 - Valorisation Policies & IPR*

# Experimentation and exchange of good practices for value creation

## Guiding principles for knowledge valorisation

Council Recommendation (EU) 2022/2415 of 2 December 2022

**I. Code of practice on intellectual assets management**

Commission Recommendation (EU) 2023/499 of  
1 March 2023

**II. Code of practice on standardisation**

Commission Recommendation (EU) 2023/498 of  
1 March 2023

**III. Code of practice on industry-academia co-creation for knowledge valorisation**

Commission Recommendation (EU) 2024/774 of  
1 March 2024

**IV. Code of Practice on citizen engagement for knowledge valorisation**

Commission Recommendation (EU) 2024/736 of  
1 March 2024

# Experimentation and exchange of good practices for value creation

Translating available scientific knowledge and research results to innovative solutions, including through more **experimentation**, **peer learning** and **testing** of new models as well as **trying out good practices** in different environments.

## Expected outcomes:

- Value creation for economy and society by increased interlinkages and cooperation between knowledge valorisation actors.
- New solutions to societal and economic challenges by stronger uptake and deployment of research results, including through the involvement of citizens and civil society.
- Improvements of structures, strategies, practices and skills for knowledge valorisation through sustainable reforms and new initiatives.

## Target groups:

- Academia/Research
- Industry/SMEs
- Public administration/policy-makers
- Society/Citizens

**HORIZON-WIDERA-2024-ERA-02-01**

**Call opening / closing:**

**15 May 2024 / 25 September 2024**

**Type of action: CSA**

**Budget: EUR 2 million**

**Indicative number of projects: 2**

# Experimentation and exchange of good practices for value creation

**Scope:** Proposals should address **at least one** of the following challenges:

## 1. Experimentation in knowledge valorisation:

- Schemes and incentives for researchers to engage with society, and for citizens and citizens' groups to engage in knowledge valorisation, promoting the co-creation of new solutions and uptake of research results.
- Focus on barriers and opportunities in academia-society collaboration.

## 2. Transfer of best practices in knowledge valorisation in academia-industry linkages or quadruple helix-based innovation:

- Introduce and implement one or several new best practices or reform an existing practice (expected consortia with 'best practice owners' and partners planning to introduce change)
- Create tangible change in terms of strengthening knowledge valorisation capacities in some or all participating entities at strategic and/or investment level and/or through the implementation of new or adapted instruments, tools, guidelines, trainings.
- Possible synergies with cohesion policy.



### Principles and best practices to follow:

- EU Knowledge Valorisation Platform
- The EU Guiding Principles for Knowledge Valorisation

# Experimentation and exchange of good practices for value creation

## Novelties and differences from the 2023 topic

- ✓ **Explicit link to the policy context and the Guiding Principles**

*“...in line with the ERA policy Agenda action 7 – upgrade EU guidance for a better knowledge valorisation and with the European Council recommendation on the Guiding Principles for knowledge valorisation”*

- ✓ **More clarity in the two types of challenges (experimentation – transfer)**

*Text adapted to better explain the scope of the two challenges and what is expected*

- ✓ **No “policy recommendations”**

*Previous reference to “develop policy recommendations and links to other relevant actions” has been omitted.*

- ✓ **Explicit mentioning of the need to involve practitioners beyond academic institutions**

*“The involvement of practitioners beyond academic institutions would allow to address the challenges appropriately”.*

# Experimentation and exchange of good practices for value creation

## Tips – Good to do!

- ✓ **Clearly address the concrete challenges**

*Explain in the proposal which challenge is addressed, one of the two, or both challenges*

- ✓ **Take account of the policy background**

*Demonstrate how the proposal takes account of the policy background (Guidelines for Knowledge valorisation, Codes of Practice)*

- ✓ **Focus on concrete actions and tangible change**

Looking for innovative ways/ actions that lead to tangible change (not academic research or general guidance material/recommendations )

# Science comes to town

HORIZON-WIDERA-2024-ERA-02-02

*Kaia Kert*

*RTD.A.2 - ERA, Spreading Excellence  
and Research Careers*

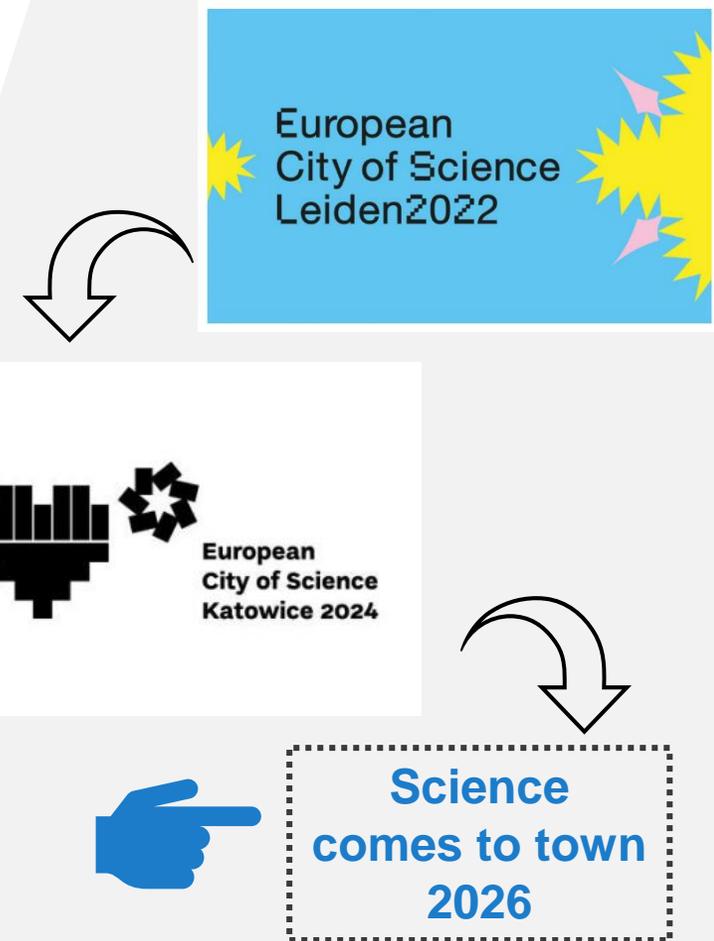
# Science comes to town – Context

## ERA Policy Agenda Action 14 – Bring science closer to citizens

**Aim:** Increase societal responsibility, trust and commitment in science and innovation by engaging stakeholders, local communities and citizens in the design and implementation of R&I policies and solutions.

### Related ERA work programme actions:

- European Union Contest for Young Scientists (EUCYS)
- European Contest for Young and Early Career Researchers (EU TalentON)
- City of Science programme



# Science comes to town – Expected outcomes

A **small group of at least 3 cities** that jointly design and implement a **vibrant and engaging year-long programme** of activities, connecting local **R&I communities** with **citizens** and **stakeholders** around the topic of science and its role in society.

## Expected outcomes:

- **Programme with a robust concept and brand** promoting R&I in Europe and fostering dialogue and exchange on science and its role in society.
- Improved **science communication** by showcasing the latest R&I developments and through experimentation with connecting citizens and scientists.
- Enhanced **discussion and debate** on the future of science and R&I policy in Europe with stakeholders and citizens.
- Improved appeal of younger generations to **careers in R&I**.

**HORIZON-WIDERA-2024-ERA-02-02**

**Call opening / closing:**

**15 May 2024 / 25 September 2024**

**Type of action: CSA**

**Budget: EUR 6 million**

**Indicative number of projects: 1**

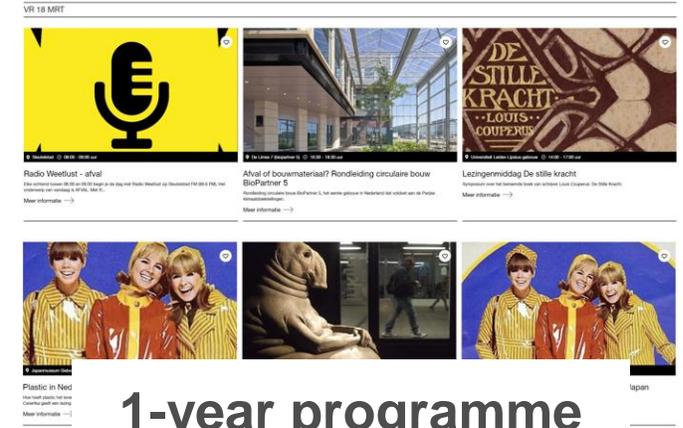
# Science comes to town – Key components



**The European Union  
Contest for Young  
Scientists:  
EUCYS 2026**



**European Union  
Contest for early-  
career researchers:  
EU TalentOn 2026**



**1-year programme  
of events and  
activities**

# EUCYS – Concept

**Science competition** that brings together first prize **winners of national science contests** for school science projects to compete for prizes and awards.



Each year brings together talented students from 40+ countries



14-20 year-old students



Highlight scientific student achievements and attract young people to careers in R&I



European  
Union Contest  
for Young Scientists

# EUCYS – Participation

Past EUCYS

- Brussels
- Copenhagen
- Helsinki
- Newcastle-upon-Tyne
- Valencia
- Stockholm
- Prague
- Salamanca
- Budapest
- Lisbon
- Tallinn
- Amsterdam
- Leiden
- Bratislava
- Berlin
- Luxembourg
- Vienna
- Sofia
- Stockholm
- Prague
- Salamanca
- Budapest
- Lisbon
- Porto
- Milan
- Thessaloniki
- Warsaw
- Amsterdam
- Leiden
- Bratislava
- Zurich
- Seville
- Bergen
- Vienna
- Newcastle-upon-Tyne
- Sofia
- Stockholm
- Prague
- Salamanca
- Budapest
- Lisbon
- Porto
- Milan
- Thessaloniki
- Warsaw
- Amsterdam
- Leiden
- Bratislava



**140-150  
contestants**

**40  
nationalities**

**2k-5k  
visitors**

**90-100  
projects**



# EU TalentOn – Concept

**Science competition** that brings together **early-career researchers** to work on **scientific solutions to societal challenges**.



Every 2 years brings together researchers from the EU and beyond



Early career researchers (21-35 years old, Master, PhD etc.)



Attract researchers to careers in science and promote opportunities in academia, industry and start-ups



# EU TalentOn – Participation



700+  
applications

26 teams

100 +  
participants

37  
nationalities

# EUCYS & EU TalentOn – Programme



# EUCYS & EU TalentON – Prizes

Prizes are awarded to projects:

- Core monetary prize by EC
- Other prestigious prizes and awards donated to the contest, e.g., by international research organisations.

Financial support in the form of multiple prizes to the total amount of:

- EU TalentOn: €80,000
- EUCYS: €70 000



# EUCYS & EU TalentON – Organisation

- EUCYS and EU TalentON **Contest Rules and Guidelines** will be made available.
- The city that will host EUCYS 2026 must provide as part of the proposal the commitment from its respective **National EUCYS Organiser** to run the competition as part of the project.

 [List of EUCYS national organisers](#)

## More information and inspiration:

[EUCYS website](#)

[EU TalentON website](#)

[Video of EUCYS 2023 Brussels](#)

[Video of EUTalentON 2022 Leiden](#)

# Year-long programme – Concept

A **year-long programme** of interactive and engaging events and activities that highlight the contribution of science to society and the results of R&I projects.



Communities at local, regional and European level



Involve different ages, social groups and stakeholders: students, researchers, citizens, policymakers, business and third sector.



Increase the understanding, uptake and impact of R&I in society and showcase the richness and diversity of the European scientific landscape

# Science comes to town – Scope

## Make-up of the consortium:

- At least **3 cities of 3 different Members States and/or Associated Countries**, with the majority being in Member States.
- **Consortium partners:** Legal entities that can represent the host cities and/or join them in designing and implementing the activities.
- **City authorities:** Commitment letters from cities.
- **R&I dimension:** Universities, research organisations etc.

## Important aspects to keep in mind:

- Develop **concept and brand**.
- **Experiment** with interactive and engaging formats.
- **Open science**, citizen science, science education, public engagement.
- Develop **synergies**: other events & activities, incl. European Researchers' Night and Researchers at School initiative.
- Encouraged to design and implement activities that **reach communities** beyond the ones in the cities directly participating (e.g., satellite events).

# Science comes to town – Programme

## Concept for the annual programme in the proposal:

- Vision for content: focus, scope of activities, preliminary programme
- Outreach strategy
- Contribution to long-term vision for the cities

Co-design of the **detailed draft programme** of activities will be a priority deliverable, due no later than 3 months before the launch of the programme.

## Programmed activities & resources

- 1 Events funded partially or fully by the grant (e.g., EUCYS, EU TalentON)
- 2 Activities funded partially or fully by the grant (e.g., the overall coordination and communication activities)
- 3 Activities and events financed by the cities (e.g., already established activities of the cities and other partners). **Monetary or in-kind sponsorships are encouraged.**

## Reporting:

- Implementation: All programmed activities
- Related costs: **Only** activities financed by the grant



# European City of Science Leiden2022

365 days  
curious

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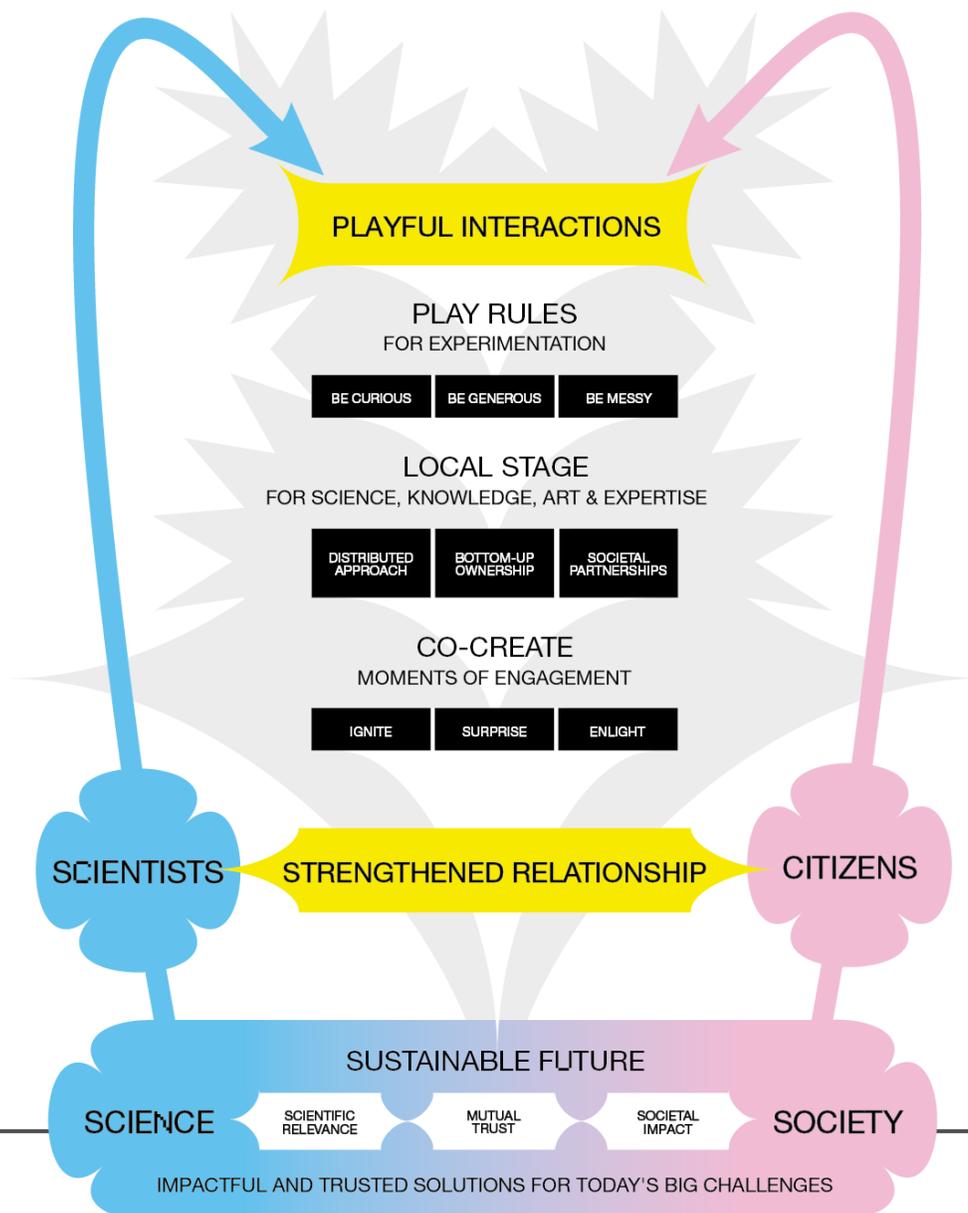
# Leiden European City of Science 2022

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3E5

the 1<sup>st</sup> European  
365 days-science-festival,  
connecting science with society,  
covering the spectrum of *human knowledge*:  
science, expertise, arts and craft,  
for anyone with a curious mind!




 Co-funded by  
the European Union

## THE LEIDEN2022 MODEL FOR PUBLIC ENGAGEMENT WITH SCIENCE

A new, scalable, co-creation method to spark playful interactions between scientists and citizens, aimed at connecting science with society

[www.modelleiden2022.nl](http://www.modelleiden2022.nl)

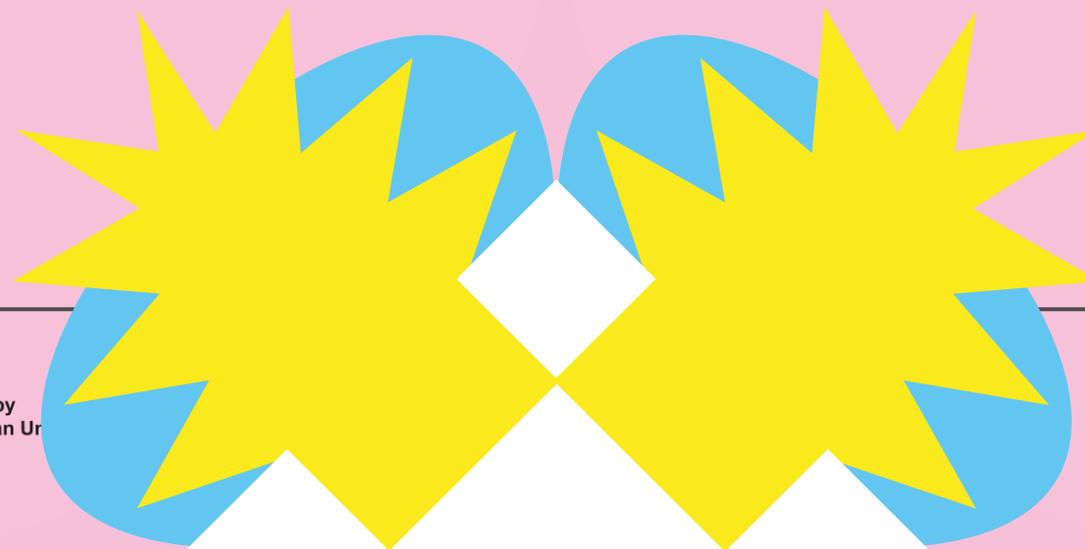


“This year Leiden will be a bridge, sharing science, knowledge, art and skills building new connections between science and society in innovative and open ways.”

Mariya Gabriel - European Commissioner for Innovation, Research, Culture, Education and Youth - European Commission.

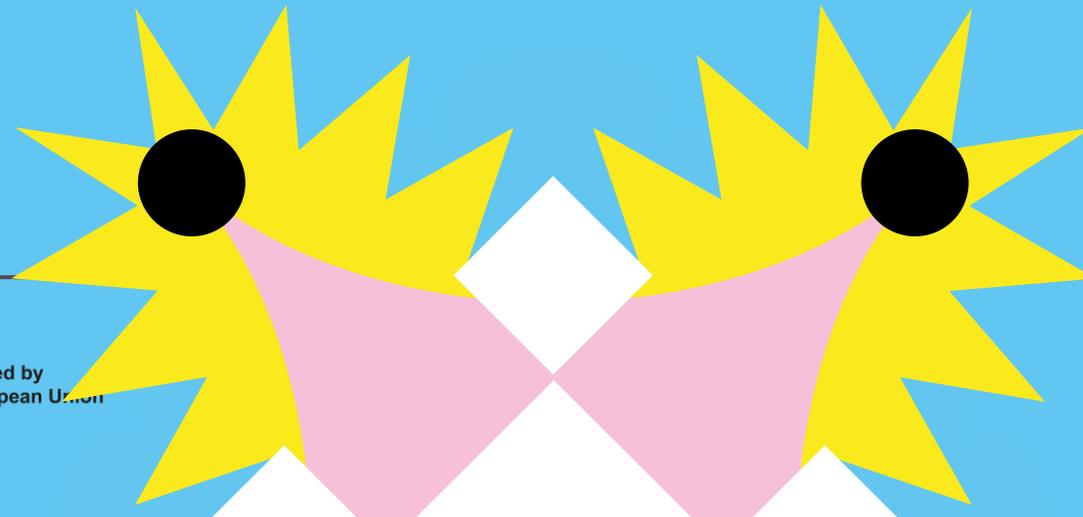
highlights

10th Euro Science Open Forum  
European Science in the City Festival  
33rd edition of EUCYS  
1st edition of EU TalentOn  
New European Bauhaus



Highlight

# KnOWLEDGE throughout the NEIGHBOURHOODS



European  
City of Science  
Leiden2022





365 dagen  
nieuwsgierig

European  
City of Science  
Leiden 2022

2022

365 dagen  
nieuwsgierig

European  
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2022

MENU

# Knowledge throughout the Neighbourhoods

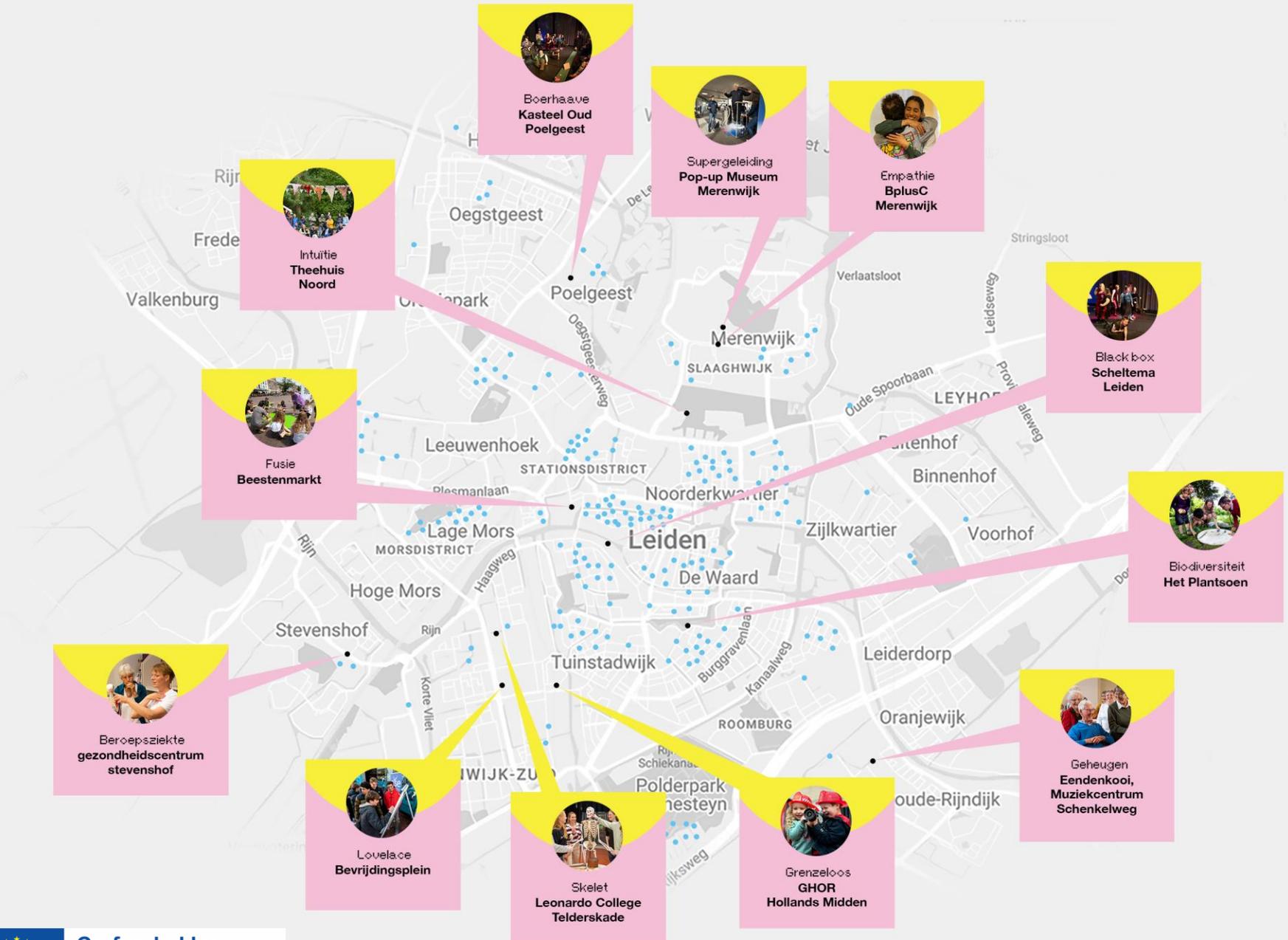
A TOPIC A DAY

206 activities

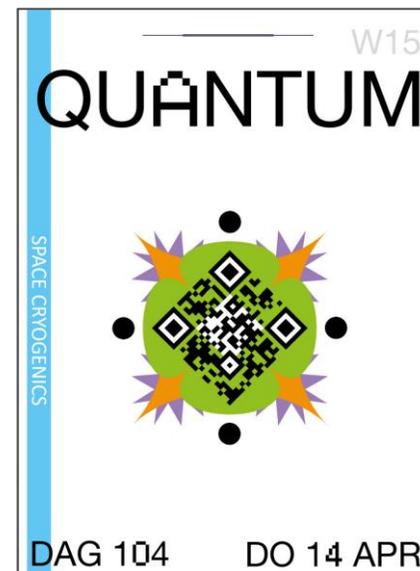
199+ owners-of-the-day

23.000+ participants

101 districts



# QUANTUMSOUP in Vreewijk



# RESULTS LEIDEN2022

## 365 days connecting science with society

**RADIO WEETLUST**  
365 radio shows **410** guests  
and **numerous** fans!

**P.O. BOX 71**  
**600+** Questions asked by citizens  
**206** Provided answers  
**52** Scientists  
**60** YouTube videos  
**100.000+** Twitter views

**100+** congresses & symposia  
**2000** participants, **13.000+** delegates

**BRANDING LEIDEN2022**  
**1222** QR-logo's distributed  
**61.035** QR-logo's scanned

**COMMUNICATING LEIDEN2022**  
**161.819** website visits  
**5382+** social media community  
**1,541,480+** social media impressions  
**43,786+** social media engagement  
**113,590+** social media video views  
**2,8%** average engagement rate

**FINANCING LEIDEN2022**  
**7.2** million euro budget  
**4** million co-funded by the European Commission  
**37** Financial Partners, **4** Founding Partners

### KNOWLEDGE THROUGHOUT THE NEIGHBOURHOODS

**365** topics-of-the-day  
**206** local activities  
**23.509+** participants  
**199+** owners-of-the-day  
**101** neighbourhoods in Leiden & region  
**134** partners  
**3** TukTuks  
**8.4/10** appreciation rate



### European City of Science Leiden2022

Many thanks to 1000s of local, national and European, known and anonymous, formal and informal partners. Together, we brought Leiden European City of Science 2022 to life.

**450.000**  
MOMENTS OF ENGAGEMENT  
(VISITS, PARTICIPANTS &  
UNIQUE VISITORS)

**1000+** activities  
with a huge  
**COMMUNITY BONUS**

### ESOF 2022 - EUROSCIENCE OPEN FORUM

**10<sup>th</sup>** edition  
**119** scientific sessions, plenaries, keynotes & workshop  
**6** live-only, **48** hybrid, **63** online  
**3.138** delegates from **87** countries  
**494** speakers from **54** countries  
**7.5/10** appreciation rate

### EUCYS

**33<sup>rd</sup>** edition  
**65.000** participants **132** finalists  
**87** projects from **32** countries  
**8.4/10** appreciation rate delegates  
**9/10** appreciation rate jury

### EU TalentOn

**1<sup>st</sup>** edition  
**5** EU mission arena's  
**700+** applicants, **104** participants  
**41** nationalities, **28** countries  
**26** teams, **26** buddies  
**20+** experts  
**8/10** appreciation rate  
**8,5/10** appreciation rate incl. buddies

### NEW EUROPEAN BAUHAUS

**21** events  
**25+** local citizens assemblies  
**1** Ministry of the Future



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52 trees planted

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European Commission

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European Commission

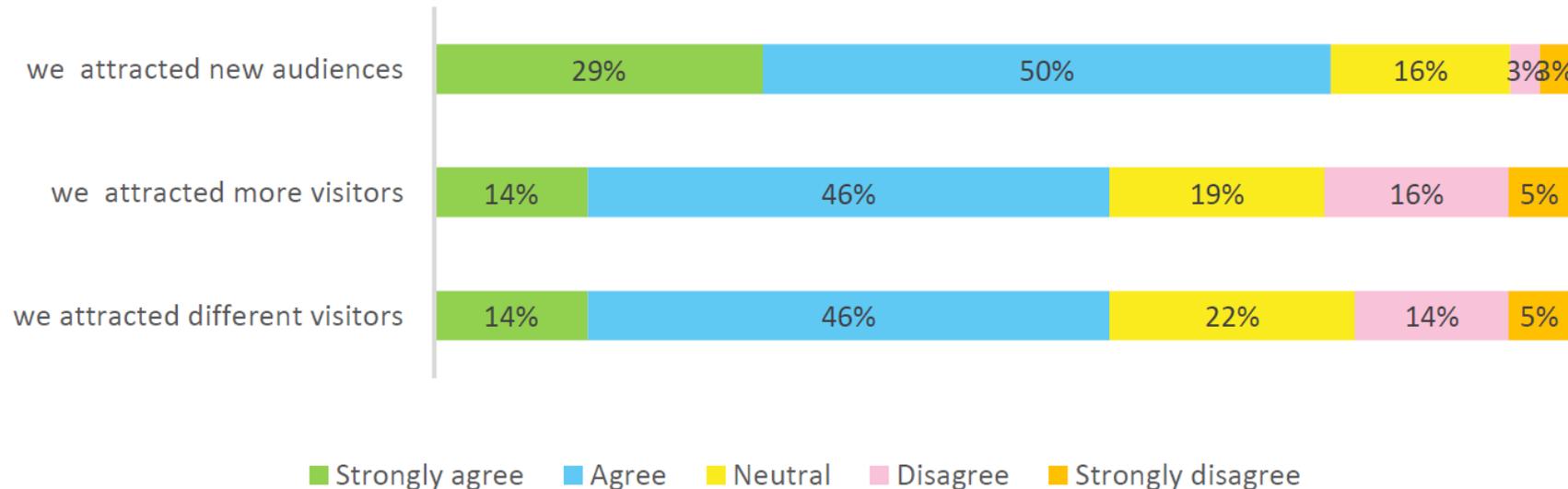
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# RESULTS: NEW AUDIENCES & VISITORS

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## Engagement in Leiden2022 and attracting visitors

*Due to our contribution to Leiden2022 ... (local cultural and social organizations)*



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# Public Engagement with Science

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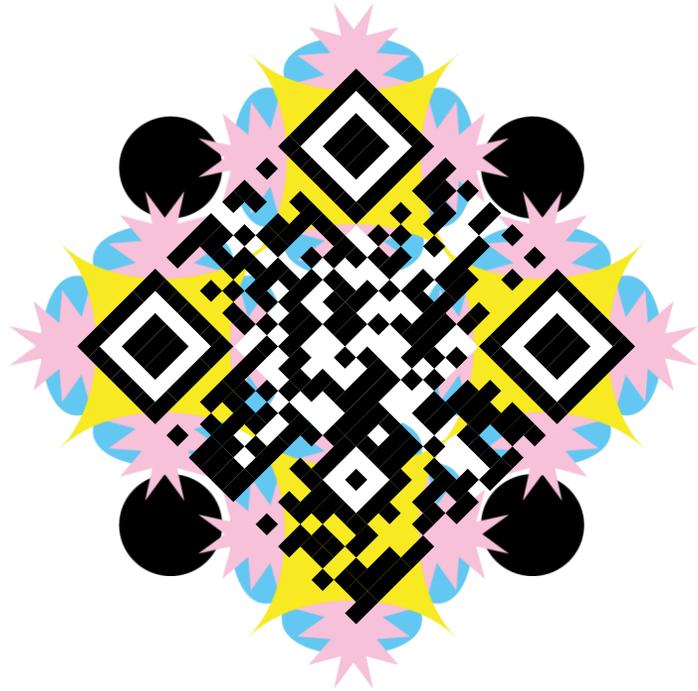
*Our dream was to create a legacy  
of multiple European cities  
connecting science with society  
in year-long participatory programs:  
playful, vibrant, bottom-up, inclusive.*

*Will you follow in our footsteps?*

<https://leiden2022.nl/en/newsroom/impact-legacy>



**WHEN SCIENCE COMES TO TOWN**



European  
City of Science  
Leiden2022

# Talent ecosystems for attractive early research careers – pilot

HORIZON-WIDERA-2024-ERA-02-03

*Dario Capezzuto*  
*RTD.A.2 - ERA, Spreading Excellence  
and Research Careers*

# Talent ecosystems for attractive early research careers – pilot

**ERA Policy Agenda Action 4 – Promote attractive and sustainable research careers, balanced talent circulation and international, transdisciplinary and inter-sectoral mobility across the ERA Package for attractive research careers (with focus on early career researchers):**

## Setting standards

- Council Recommendation on a European Framework for Research Careers (incl. new Charter for Researchers)

## Supporting implementation

- MLE, ResearchComp, ERA Talent Platform one-stop-shop, R&I Careers Observatory, RESAVER...

## Promoting cultural change

- Reform of research and researcher assessment (*COARA.eu; ERA Action 3*)

## Coordinating investments

- Pilot in Horizon Europe 2024 supporting organisational change – possible upscaling 2026-2027

# Talent ecosystems for attractive early research careers – pilot

**Organisational change** and **coordination of measures** in **academic and non-academic organisations** to create a **talent ecosystem** with a large pool of R&I positions that provide **intersectoral career opportunities** for R&I talents.

## Expected outcomes:

- Establishment of **talent ecosystems**, supplying employers with skilled research talents that match labour market needs.
- Wide **implementation of the standards** for attractive researcher careers.
- Improved early careers researchers' **employability** within and beyond academia.

**Target groups:** Training providers and employers of researchers, incl.

- Universities
- Research and technology organisations and infrastructures
- SMEs/Industry
- Government entities
- Civil society organisations

**HORIZON-WIDERA-2024-ERA-02-03**

**Call opening / closing:**

**15 May 2024 / 25 September 2024**

**Type of action: CSA**

**Budget: EUR 20 million**

**Indicative number of projects: 15**

# Talent ecosystems for attractive early research careers – pilot

## Scope:

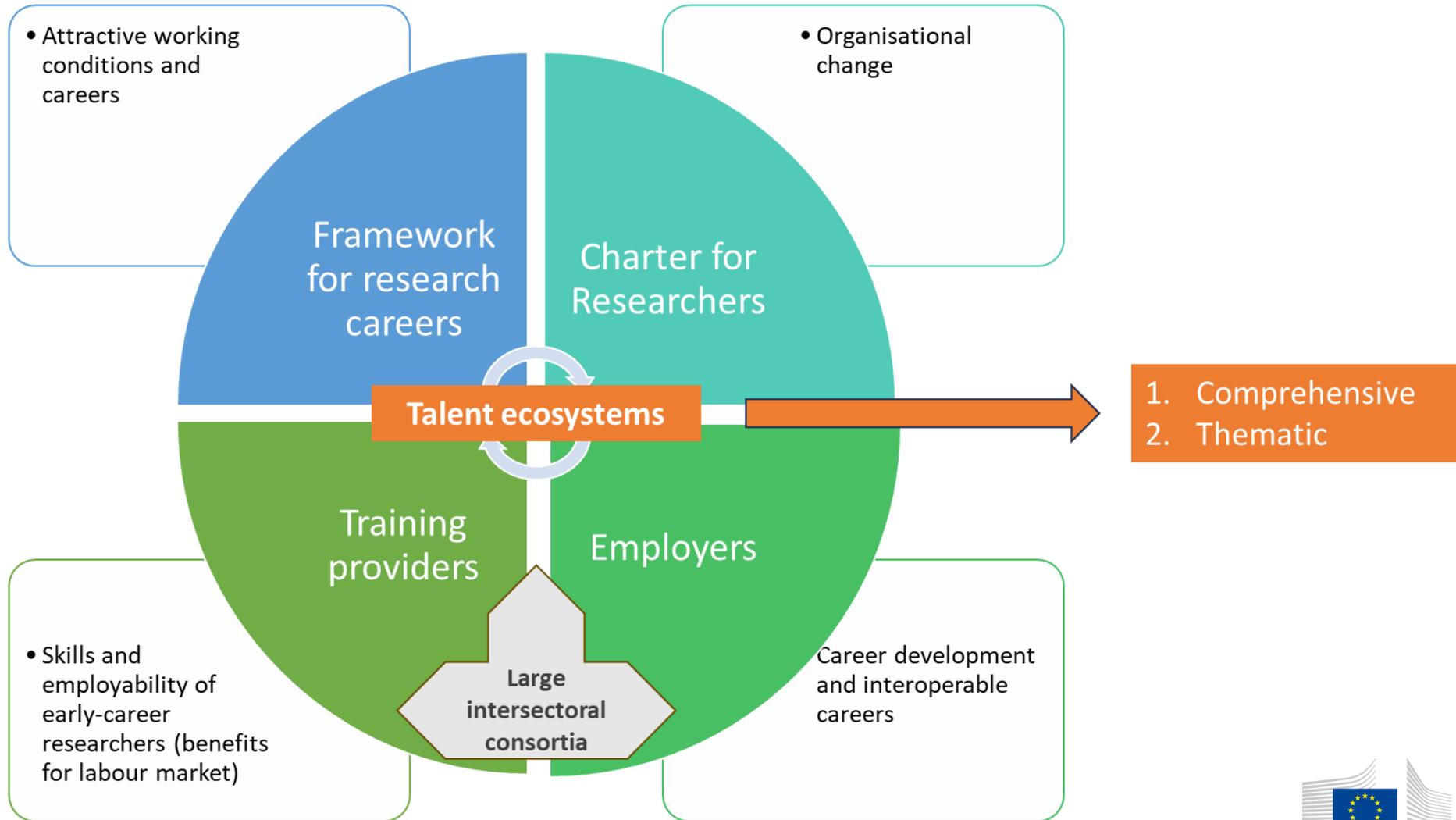
- **Supporting whole organisations** and innovation ecosystems to implement the standards for attractive research careers laid down in the Charter for Researchers.
- Creation of a **large pool of R&I positions**, providing organisations, particularly businesses, with well-skilled researchers and other R&I talents.
- Support at the organisational level to **improve capacity for training, career development and talent circulation**: e.g., strategies, actions plans, joint trainings, career services (Note: No direct support to researchers' salaries or mobility).
- Provide **policy feedback** on the implementations of the European framework for research careers.

## Principles and standards to follow:



- European framework to attract and retain research, innovation and entrepreneurial talents in Europe
- Charter for Researchers and/or HR Excellence in Research Award (*Participating organisations are expected to have received the HR Excellence in Research Award or commit to apply the new Charter for Researchers and commit to its implementation (i.e., start the HRS4R process) within the grant duration, as far as relevant for their operations linked to the employment of researchers.*)

# Talent Ecosystems at a glance



# HR Excellence in Research award in a nutshell

HR Excellence in Research award is the mechanism to implement the principles set forth in the Charter for Researchers

- **Voluntary, structured and monitored auditing mechanism** procedure (continuous assessment)
- Based on **gap-analysis and action plans** for ongoing monitoring, self-assessment, peer reviews
- Obtain and maintain the HR Excellence in Research award



gap analysis



action plan



online  
publication



# **Focus on inter-operational research careers for PhD students enrolled at the graduate school in Medicine, Biomedical Science and Technology**

Pascal MADELEINE

HEAD OF GRADUATE SCHOOL, FACULTY OF MEDICINE, AALBORG UNIVERSITY



THE FACULTY OF MEDICINE

AALBORG  
UNIVERSITY

# AALBORG UNIVERSITY IS MISSION-ORIENTED!



Shaping the future  
health care system  
– using digital solutions

We use a **problem-based learning** approach to meet the **societal** and educational **demands** and **changes**.

We use **health data** and **digitalisation** to find health solutions. This requires actors from different **sectors**.

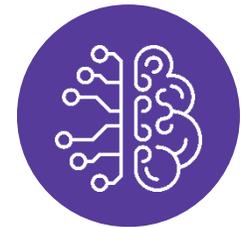
EXAMPLES:



Telemedicine



Point-of-care  
ultrasound

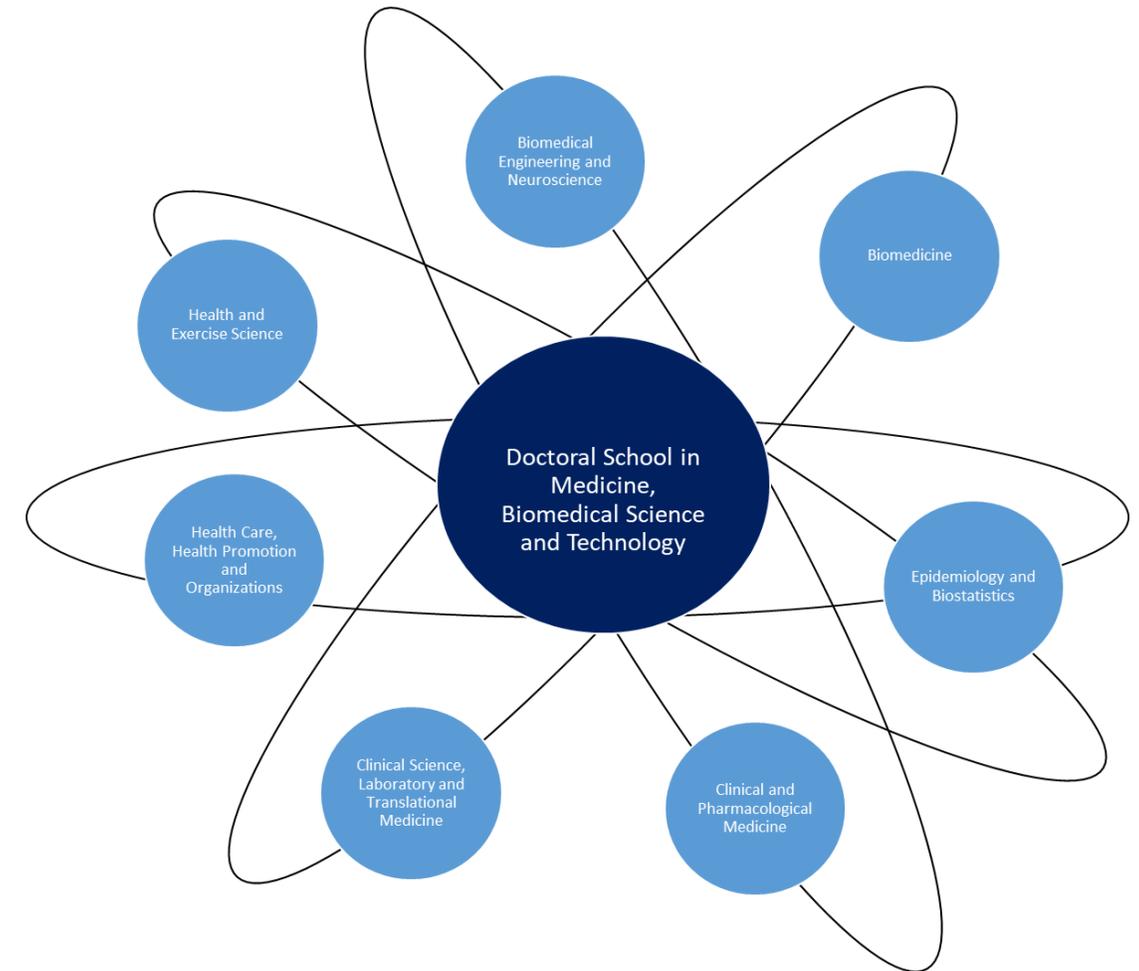


AI in  
General Practice

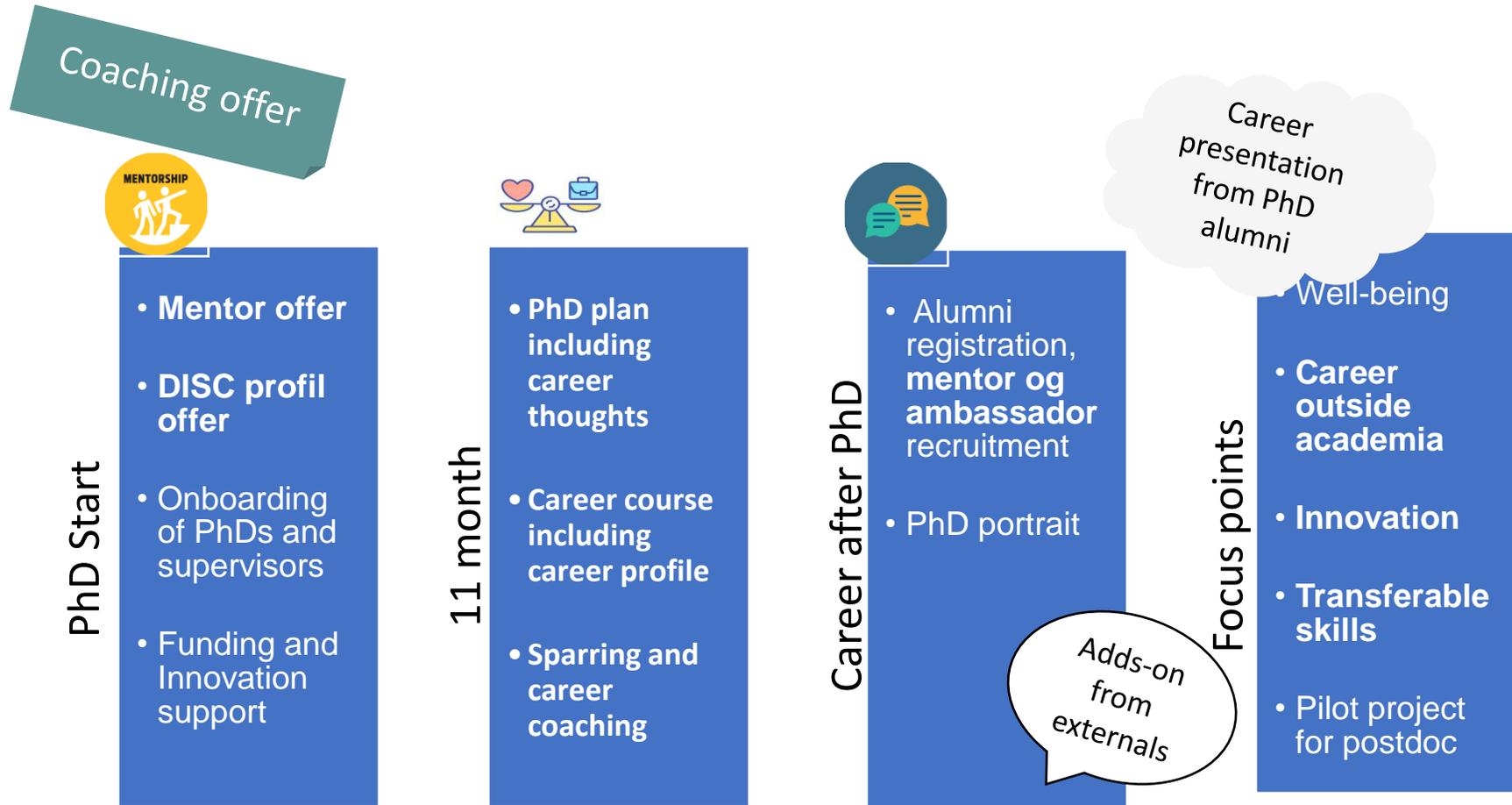
# AALBORG UNIVERSITY IS MISSION-ORIENTED!

## All PhD students are on a mission!

- Scientific programs
- Obligation for **more than one supervisor/mentor**
- Mandatory **external collaboration** - focus on **international collaborator**



# GRADUATE SCHOOL IN MEDICINE, BIOMEDICAL SCIENCE AND TECHNOLOGY



# SIGNIFICANCE OF PHD

- Problem-solving
- Analytical thinking
- Handling of medical data
- Communication and presentation
- Know-how on clinical trial
- Supervision competences
- Working independently
- Cross-country collaboration
- BUT nothing regarding H-reflexes in the Trapezius muscle



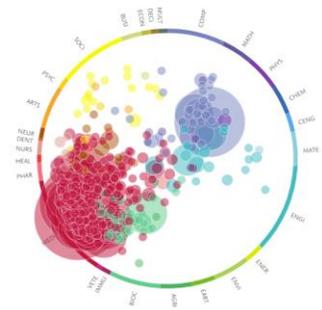
Adapted from the presentation of Steffen N Vangsgaard  
previous PhD student, currently Director of Data Management  
and Standarts team at Novo Nordisk

**Transferable skills** often **tested and validated** during **mobility**.

**Mobility** encompasses **collaboration** accross **sectors/disciplines** and **countries**.



# IMPACT OF COLLABORATION IN PHD RESEARCH - Last 5 years



## Geographical Collaboration ⓘ

ⓘ Metric guidance + Add to Reporting Export ▾

International, national and institutional collaboration by SUND\_PHD\_2019-2023\_04-03-2024 in the selected year range.



Metric	Scholarly Output	Citations	Citations per Publication	Field-Weighted Citation Impact	
International collaboration	38.3%	662	10,209	15.4	<b>1.58</b>
Only national collaboration	37.8%	654	5,719	8.7	1.09
Only institutional collaboration	23.5%	407	2,768	6.8	0.84
Single authorship (no collaboration)	0.3%	6	17	2.8	0.13

## Academic-Corporate Collaboration ⓘ

ⓘ Metric guidance + Add to Reporting Export ▾

Academic-corporate collaboration by SUND\_PHD\_2019-2023\_04-03-2024 in the selected year range.



Metric	Scholarly Output	Citations	Citations per Publication	Field-Weighted Citation Impact	
Academic-corporate collaboration	10.3%	179	1,566	8.7	<b>1.18</b>
No academic-corporate collaboration	89.7%	1,550	17,147	11.1	1.22

>1 means that the output is **more cited than expected** according to the global average.  
**1.58** means **58% more cited than expected!**

# MOBILITY IN TALENTED RESEARCH ECOSYSTEMS

## Advantages of having external collaborations:

- Higher **impact** of research
- **Competences and network development** (monodisciplinary to pluridisciplinary)
- New **R&I ideas, projects** and **opportunities**
- **Career opportunities** beyond academia, career **interoperability between sectors**
- Special focus for **postdoc, dual-career**

*»To advocate for positive change in the policies, culture, and environment that affect the quality of training, well-being, and employment conditions of early career researchers«*



**Pil Maria Saugmann**

Vice president | [pilmaria.saugmann@eurodoc.net](mailto:pilmaria.saugmann@eurodoc.net)



Early research careers.



## A bit about precarity

“Precarious employment is many things, with amongst other aspects lack of proper employment, unreasonably short employment periods, or part-time positions being key contributors. However, precarious employment also includes lack of equal access to a country’s social security network, lack of career perspectives and continued job insecurity, all of which affect more than just the individual professional lives of ECRs (Wellcome, 2020). As such, precarious employment conditions are a marker of the low quality of employment conditions in the higher education sector. ”

*Eurodoc*

# About SECURE



Sustainable Careers for  
Researcher Empowerment



## Objectives

1. Develop a comprehensive *Research Career Framework* integrating relevant existing policies
2. Develop a range of tenure track-like models integrating best practices from existing use cases
3. Conduct trials at organisations to implement, test, and refine the Research Career Framework
4. Engage research stakeholders for co-design and validation of the Research Career Framework
5. Mainstream the Research Career Framework through EURAXESS, policy briefs, and a summit and policy roundtable

Talent ecosystems for  
attractive early research  
careers.

# The Early Career Perspective

**The status quo** is that the early research career is very precarious, and the **goal** should be to **mitigate** this precariousness.

However **precariousness** is multidimensional and when designing solutions targeting early career researchers - **include them** at all stages.

# Thank You! Questions?



# Contact details

Pil Maria Saugmann: [pilmaria.saugmann@eurodoc.net](mailto:pilmaria.saugmann@eurodoc.net)

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# Thank you



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