

An isometric illustration featuring a lighthouse with a red and white striped base and a glowing yellow light at the top, situated on a blue globe. A path of white, 3D rectangular blocks leads from the bottom left towards the lighthouse. Six diverse people are walking along this path: a graduate in a blue jacket and cap, a man in a yellow shirt, a woman in a white lab coat holding a tablet, a woman in a white lab coat with a red bag, a woman in a red dress, and a man in a blue suit. The background consists of concentric yellow and green circles and blue wavy lines on a light blue background.

Strengthening research careers and intersectoral mobility in Europe

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Research Careers*



Priority Areas of the Pact: ERA Policy Agenda 2022-24



Deepening the ERA

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



Widening the ERA

15. Regional and national R&I ecosystems
16. EU-wide access to excellence
17. Strategic capacity of Europe's public research performing organisations



Broadening the ERA

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



Prioritising investments and reforms

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

Deepening the ERA:

Action 4 – Strengthen research careers

DEEPENING A TRULY FUNCTIONING
INTERNAL MARKET FOR KNOWLEDGE

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

3 levels of activity

1. Development of a comprehensive **European Framework for Research Careers**
2. **Exchange of best practices** on skills and mutual learning to support inter-sectoral mobility and more balanced talent circulation
3. **Support measures** to improve attractiveness of research careers within and beyond academia (e.g. HRS4R, Research and Innovation Careers Observatory, ERA Talent Platform)

Commitment of at least half of the MS (14) needed for an action to go ahead
Action 4 received commitment from **26 MS, 4 Acs, 13 SHs**

Reflecting on intersectoral mobility

Intersectoral mobility for...

- More opportunities for researchers and more attractive careers
- Closing the gap between labour market demand and supply
- Knowledge circulation and valorisation

Intersectoral mobility with...

- The right skillset
- Career support services
- Change of mindset
- Proper recognition of mobility experiences
- Cooperation academia-industry

European 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
- Intersectoral mobility
- Entrepreneurship

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

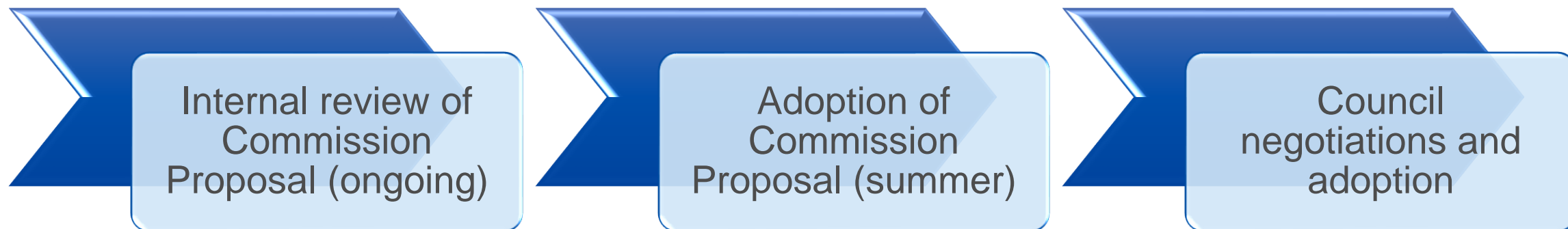
Support actions for research careers

- Strengthen EURAXESS and develop ERA Talent Platform
- New Charter (all sectors, with transition measures)

Monitoring of research careers

- Observatory on research careers in addition to ERA monitoring systems

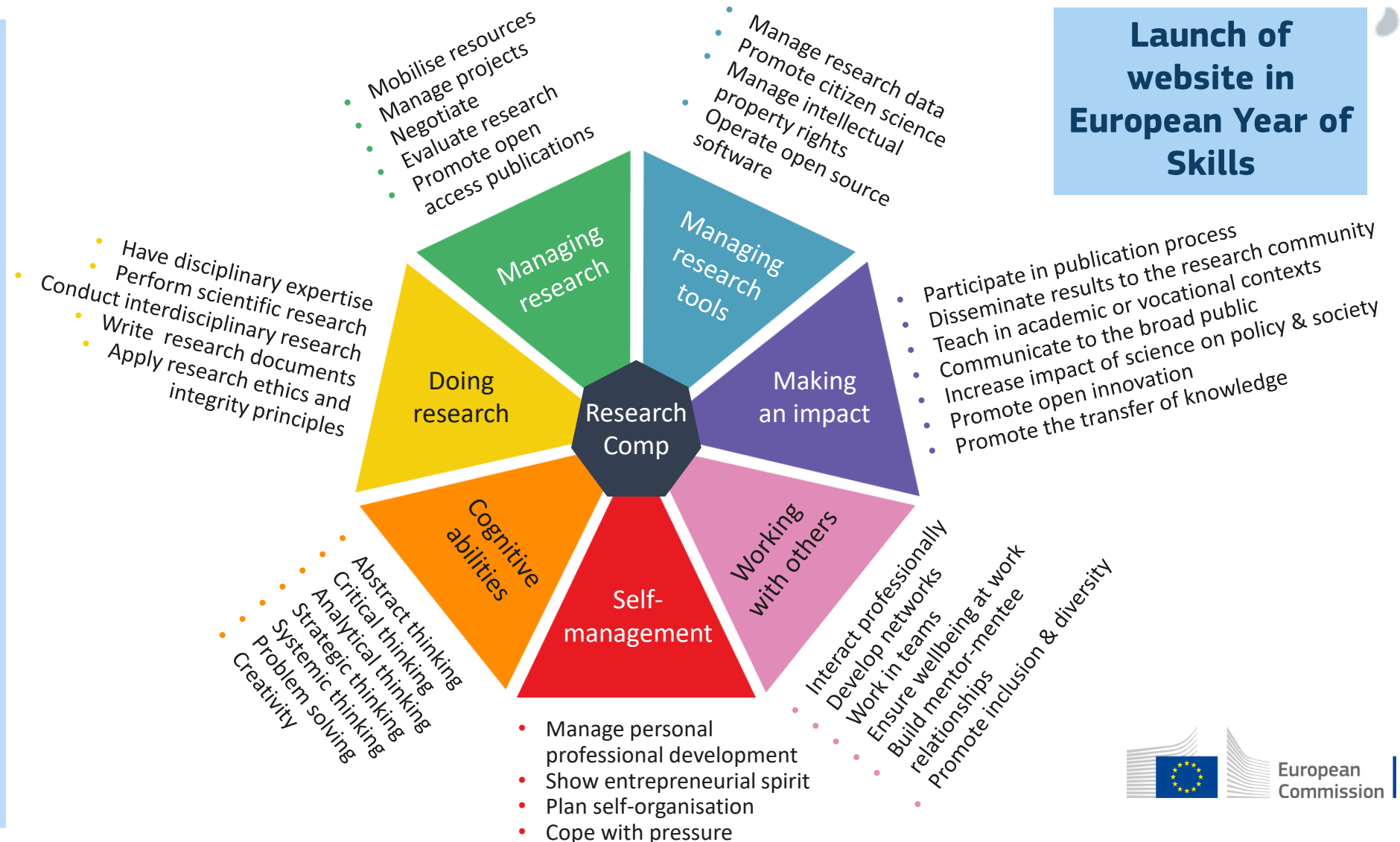
Timeline for adoption of Council Recommendation



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**



**Launch of
website in
European Year of
Skills**

Use of ResearchComp



Other actions

Supporting training and mobility of R&I staff across sectors



Academia-industry cooperation

- transfer of researcher knowhow to businesses, talent flow from academia to non-academia



Training and lifelong learning

- upskilling and reskilling of researchers, (i) to cover specific skills demand/needs by non-academic sectors, (ii) to build R&I support and research management capacity



Researchers' entrepreneurship

- development of entrepreneurial skills for researchers and support for business creation

→ “**ERA Talents**” action for intersectoral mobility (Horizon Europe WIDERA 2022)

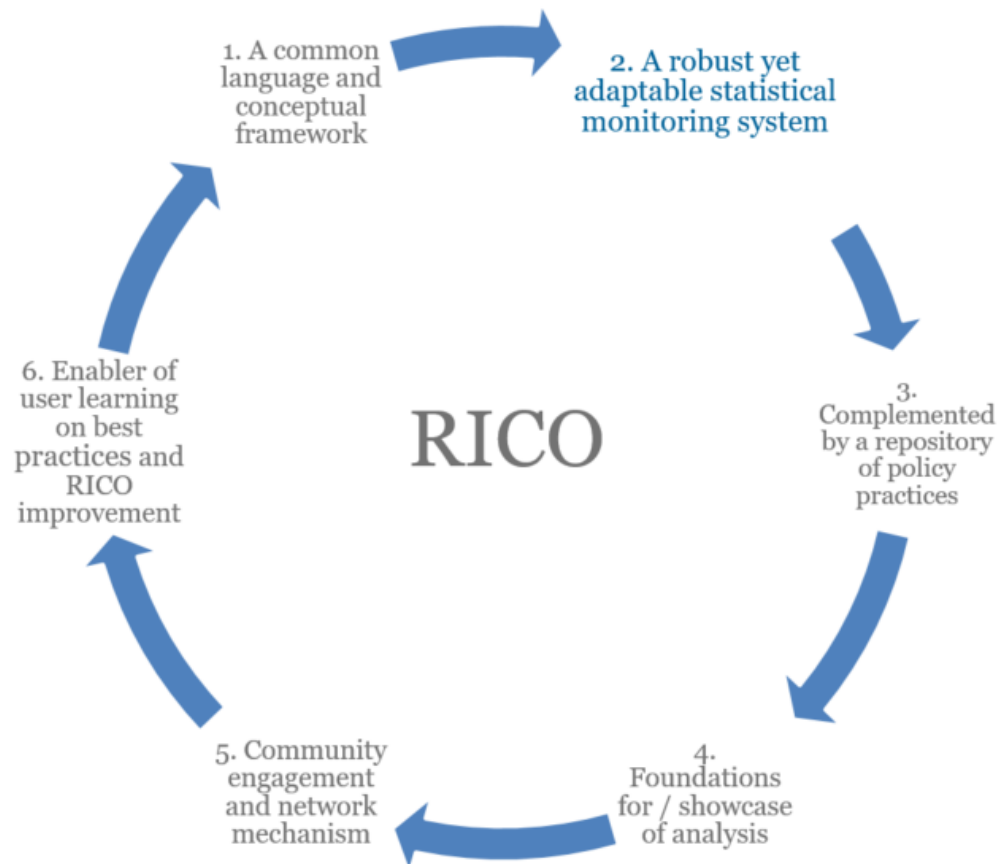
→ “Knowledge Valorisation” **Mutual Learning Exercise (MLE)**

Skills, intersectoral cooperation and incentive systems (kick-off Spring 2023)

Research & Innovation Careers Observatory (ReICO)

Data intelligence and monitoring of labour market trends

Partnership with OECD in preparation for period 2023-2028



Skills/quals

- Occupations
- Individuals
- Institutions

Research jobs

- Supply
- Demand
- Employment conditions
- Social protection
- Work conditions (terms)
- Social & org

Mobility

- Talent circulation
- Talent exchange
- Brain drain
- Intersectoral & interdisciplinary

ERA Action 4: package promoting attractive research careers

Setting voluntary standards

- European Framework for attractive Research Careers (*Council recommendation*)

Supporting implementation

- Monitoring careers – implementation tools – mutual learning exercises for R&I system reform

Promoting cultural change

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

Coordinating investments

- Pilot in Horizon Europe 2024 – possible upscaling 2026-2027



Thank you!

For more info:

- The new European Research Area:
https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/our-digital-future/era_en
- ERA Policy Agenda:
https://ec.europa.eu/info/files/european-research-area-policy-agenda-2022-2024_en
- ERA Priority 3 study:
<https://op.europa.eu/en/publication-detail/-/publication/40089aaa-57dc-11ec-91ac-01aa75ed71a1>
- Policy brief on competences:
<https://op.europa.eu/en/publication-detail/-/publication/8d536780-3025-11ed-975d-01aa75ed71a1/language-en>
- Horizon Europe:
https://ec.europa.eu/info/research-and-innovation/funding/funding-opportunities/funding-programmes-and-open-calls/horizon-europe_en