



European
Commission

HORIZON EUROPE



**THE EU
RESEARCH & INNOVATION
PROGRAMME**

2021 – 2027

**WIDERA 2021-2022
Destination #2 TALENTS
Attracting and mobilising
the best talents**

IGLO, 31-01-2022

Stijn DELAURE, DG R&I, unit R&I Actors and Research Careers



HORIZON-WIDERA-2022-TALENTS-03-01 & 04-01

Fostering balanced brain circulation:

- ERA Fellowships
- ERA Talents



Actions & Scope

- **ERA Fellowships (2021 & 2022)**

Call closure: 29 Sep 2022

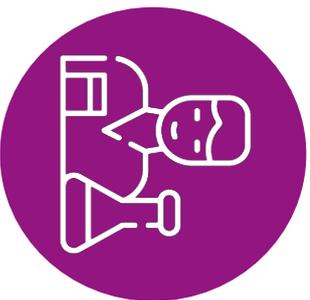
- Training & Mobility Action, total indicative budget €8 million
- Follow up of the Widening Fellowships (WF) pilot, aligned with MSCA Postdoctoral Fellowships
- *Continuation >2022 pending outcome of assessment of WF pilot*

- **ERA Talents (2022)**

Call closure: 15 Nov 2022 (tbc)

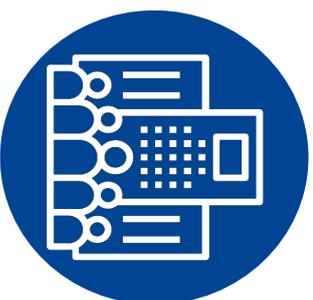
- Coordination and Support Action, total indicative budget €24 million
- ERA Talents aims to support training and mobility of researchers, innovators, and other research and innovation talents across sectors with a particular focus on widening countries.
- *Pending approval of the 2022 work programme update*

ERA Fellowships, anticipated outcome



R&I talent:

- Improved skills and competences
- Recognition of diversity of PhD careers
- Better employability
- I³ mindset
- Enhanced networking and outreach



Host organisation:

- Improved working conditions for R&I talents
- Alignment with Charter & Code
- Enhanced quality of supervision & training
- Overall stronger R&I capacity
- Better transfer of knowledge



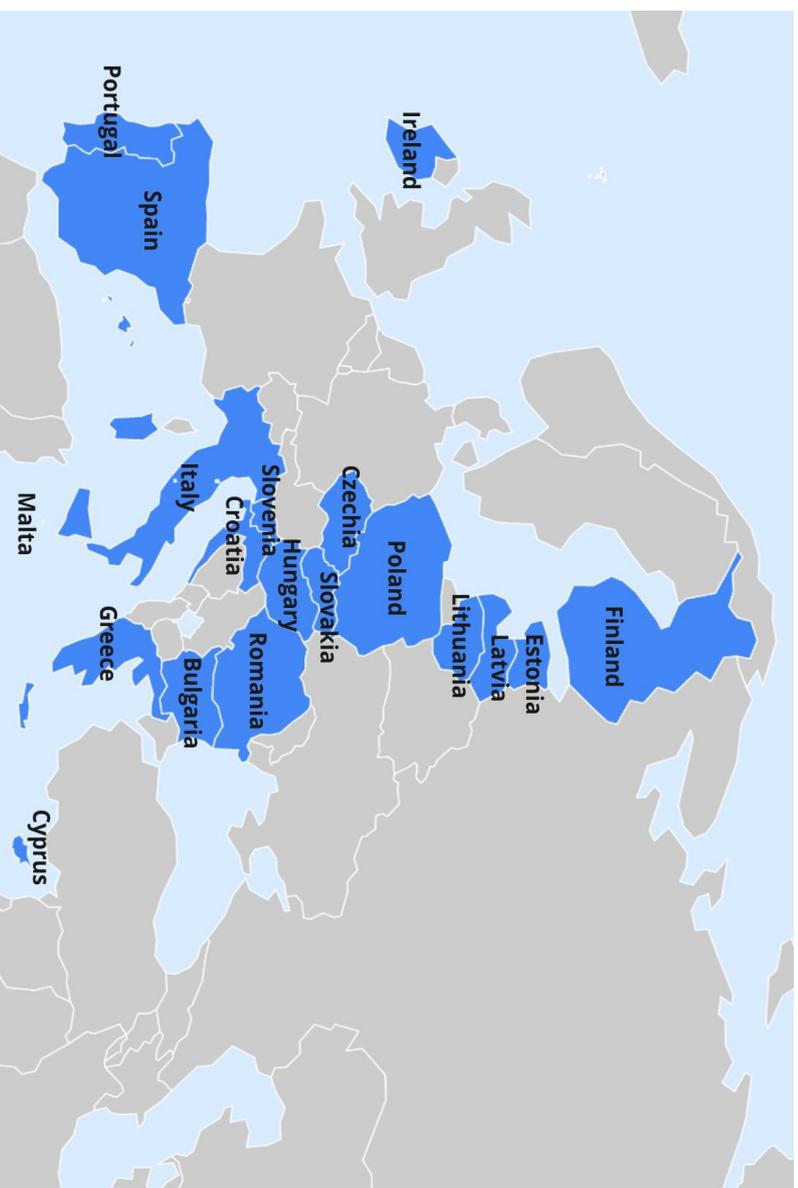
Widening country:

- Increased attractiveness to R&I talents
- More postdoctoral researchers
- More diverse community of highly skilled R&I talents

ERA Talents, policy background

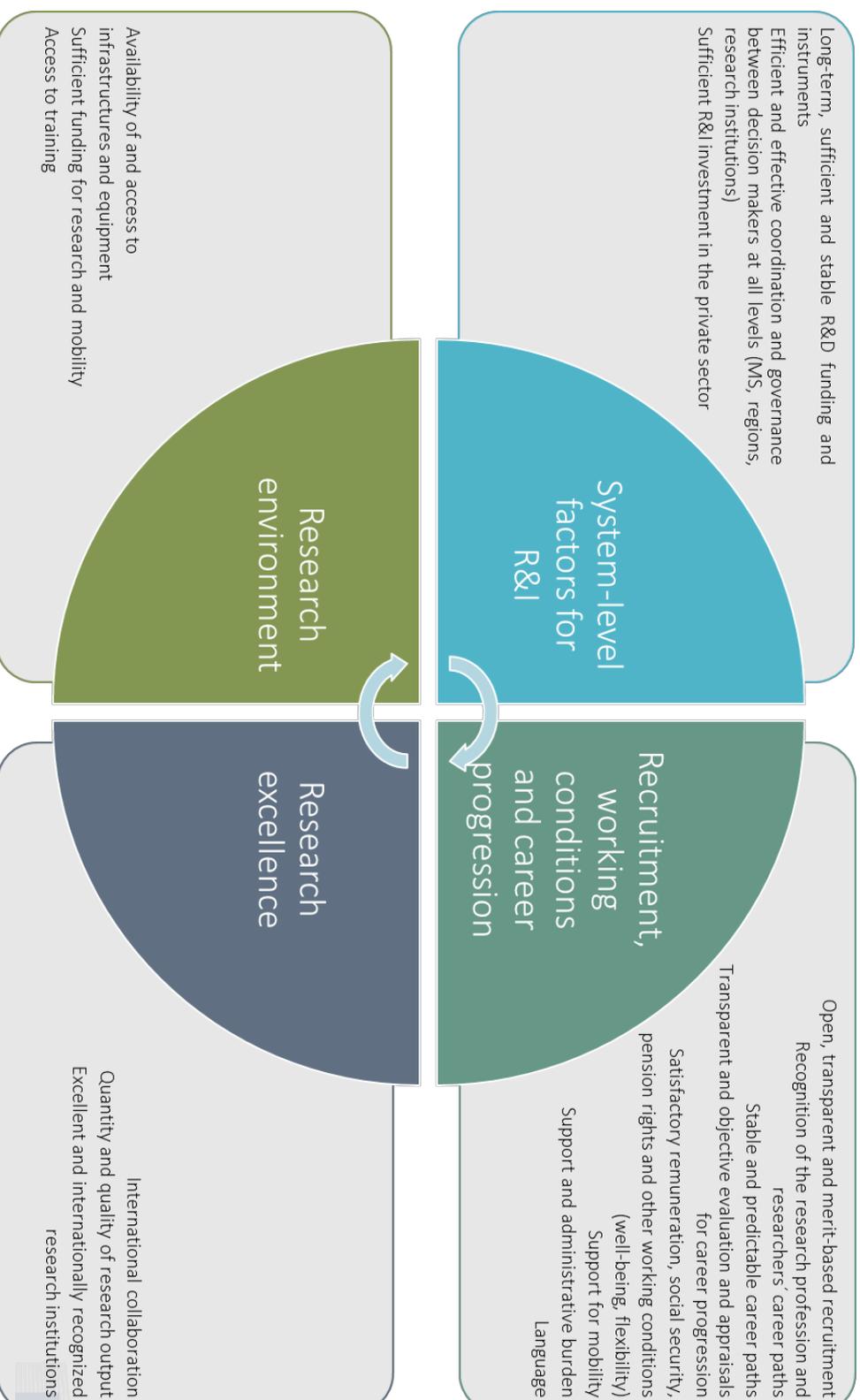
- **Council Conclusions on research careers (28 May 2021)**
 - ERA4You: Foster mobility and access to excellence. Foster international and intersectoral mobility and improve links between academia, business and society.
- **Council Conclusions on governance of ERA, Policy Agenda (26 Nov. 2021)**
 - Launch the ERA4You initiative to promote talent circulation between sectors and across EU.
- **Horizon Europe legal base**
 - *Activities may be established to foster brain circulation of researchers of all ages and at all levels right across ERA (for instance grants to enable researchers of any nationality to acquire and transfer new knowledge and to work on research and innovation in Widening countries) and better exploitation of existing (and possibly jointly managed) research infrastructures in the targeted countries through mobility of researchers and innovators*
- **Study results ‘Knowledge ecosystems in the new ERA’**
 - Talent circulation analysis + intersectoral mobility analysis

Talent circulation analysis *investigating causes of brain drain at system level*



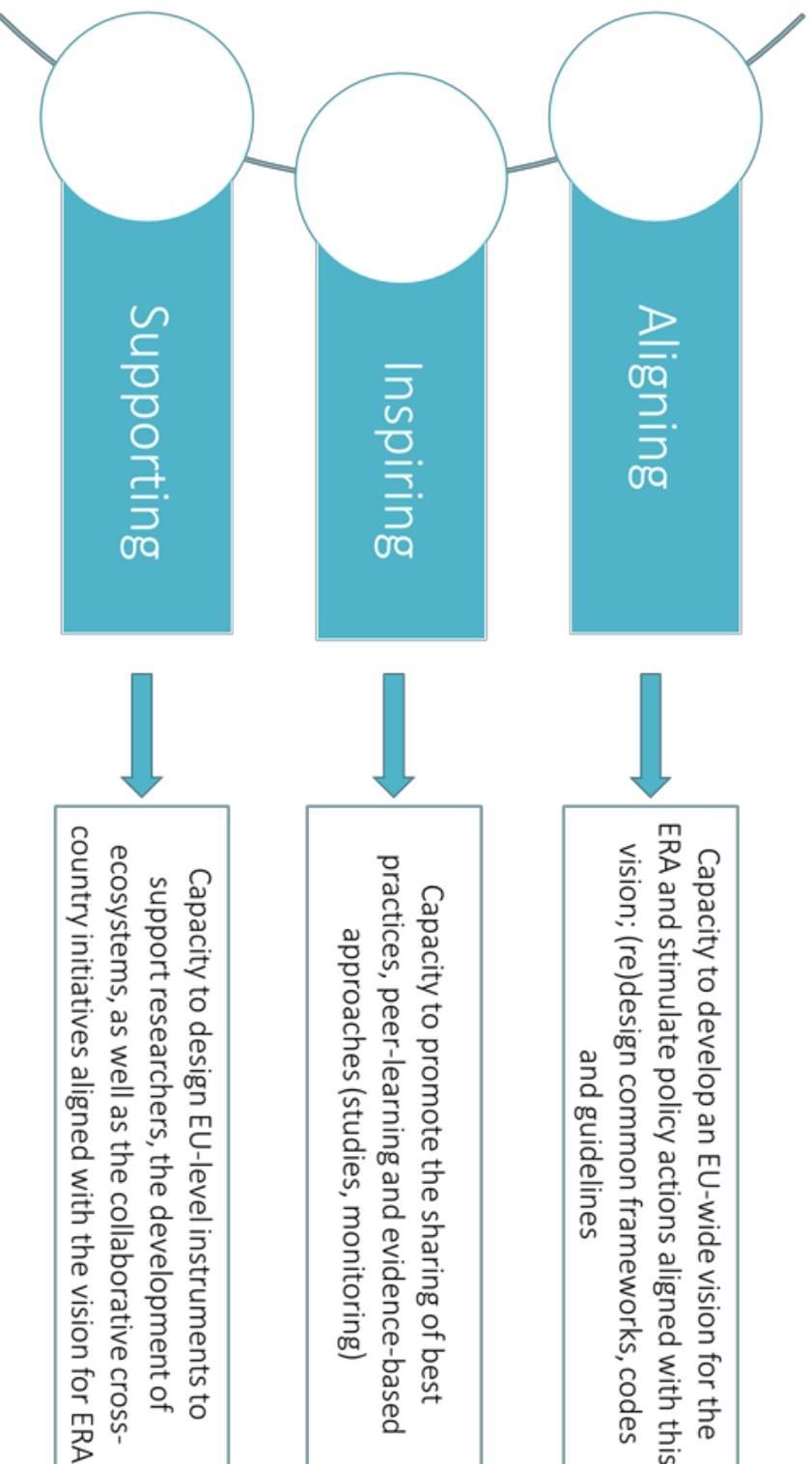
Talent circulation analysis – theoretical framework

Pathways to more balanced circulation



System-level factors for R&I					
Sub-dimension	Causes	Vision	Pathways	Proposed by	Actions mentioned in interviews in
R&D funding, strategies and instruments	<ul style="list-style-type: none"> - Lack of a long-term R&D strategy - Lack of a long-term, sufficient and stable R&D funding - Instability of instruments: hindering the predictability of career options and awareness 	<ul style="list-style-type: none"> - <i>Make the RDI framework stronger and more stable, with more opportunities for RDI and more predictability supporting planning of positions, and thus improve the system's attractiveness</i> 	<ul style="list-style-type: none"> - Develop a long-term vision/strategy on RDI - Increase policy commitment to R&D / Increase stability of R&D funding - Increase public R&D funding, according to the R&D strategy, with sufficiently diversified instruments to address needs of different groups - Increase public awareness of importance and impact of research for the broader economy and society, e.g. through science communication - Give a more prominent place to human research capacity in national strategies, e.g. in the context of the NRRP 	<ul style="list-style-type: none"> EL, RO ES, PT, EL, HR, RO PR, CZ, IT, MT, HU, SK, HR, RO MT, RO 	<ul style="list-style-type: none"> BG, CY (p), CZ, FI BG, GR, HU, MT, SI (p), SK (p) BG, GR, IT, RO, SK
Governance	<ul style="list-style-type: none"> - Lack of efficient and effective coordination between decision-making actors at all levels (MS, regions, research institutions) - Governance-related limitations at country level: at HEI/Institutional level. Institutional design (multilevel settings with overlapping competences) 	<ul style="list-style-type: none"> - <i>Facilitate the participation of different stakeholders in the design of long-term strategies</i> - <i>Define responsibilities and create appropriate incentives for the stakeholders to support the desired policy change</i> 	<ul style="list-style-type: none"> - Improve management and coordination at governance level – cf. in some countries fragmented systems, with sometimes high number of HEIs per number of inhabitants (PO, SK, HR) – and develop a comprehensive and consistent framework (LT) - Reduce resistance to change in HEIs, e.g. incentivise institutions, involve young researchers in HEIs' governance structures - Reduce bureaucracy e.g. for grant applications, recruitment, recognition of diploma's, buying equipment, etc. 	<ul style="list-style-type: none"> HU, SK, SN, PO, ES, HR, BG, RO PT, SK, HR, BG ES, IT, CZ, PO, SK, EL, RO 	<ul style="list-style-type: none"> CY, ES (p), SK (p) SK (p)
Connections with the broader ecosystem & and private sector investment and interest in R&D	<ul style="list-style-type: none"> - Absence of well-developed ecosystems (presence of different well-connected actors, etc.) - Limited R&D investment in the private sector, including SMEs 	<ul style="list-style-type: none"> - <i>Strengthen the ecosystems, their competitiveness and innovation capacity</i> - <i>Facilitate the collaboration across sectors and across actors</i> - <i>Facilitate the emergence of connector profiles bridging the different actors in the ecosystem</i> - <i>Facilitate the emergence and consolidation of diversified research careers – more opportunities for PhD holders</i> 	<ul style="list-style-type: none"> - Develop the RDI ecosystem, among which stronger awareness and R&D (absorption) capacity in industry, support for SMEs, training offer and consolidation of career progression paths for diverse (e.g. 'bridging') profiles - Encourage collaboration of researchers with the ecosystem, in particular industry 	<ul style="list-style-type: none"> ES, HR, BG, RO For instance: <ul style="list-style-type: none"> - Industrial doctorates: ES, PO, EL, RO - Joint research programmes: ES, SK 	<ul style="list-style-type: none"> BG, CY, CZ, FI, GR, HR, HU, IE, IT (p), MT (p), PO, PT, RO, SK

Talent circulation analysis *recommendations for actions at EU level*



Intersectoral mobility (ISM) analysis *mapping and modeling of ISM in EU*

Priority areas identified in existing landscape of ISM:

1. **Academia-industry cooperation** and the transfer of researcher knowhow to businesses (Talent flow from academia to industry, business, public entities, non-profit organisations, cultural sectors; transfer of knowledge)
2. **Training and lifelong learning** (upskilling and reskilling of researchers, talent flow from academia to industry or vice-versa) (i) for specific in-demand skills by industry or other non-academic sectors in specific thematic areas, and (ii) to build R&I support capacity, such as knowledge brokers, data stewards, research infrastructure operators, etc.
3. **Researchers' entrepreneurship**, focused on development of entrepreneurial skills (e.g. business economics, business creation, knowledge transfer, intellectual property rights and other relevant legal framework) for researchers, as well as commercialisation or other valorisation training

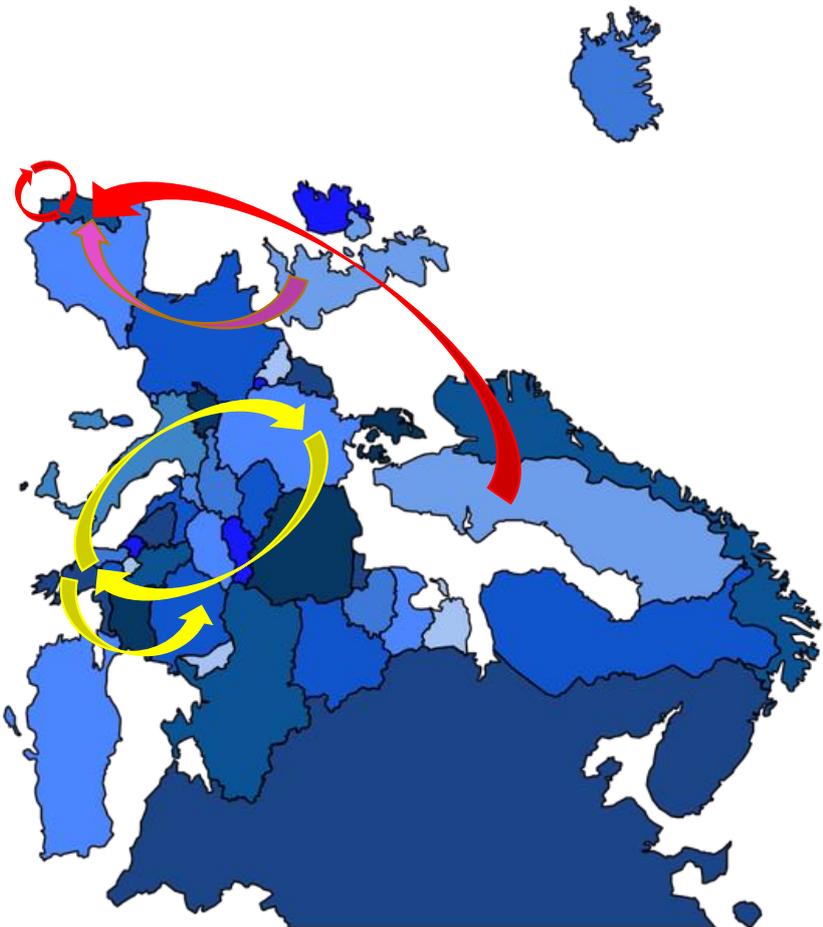
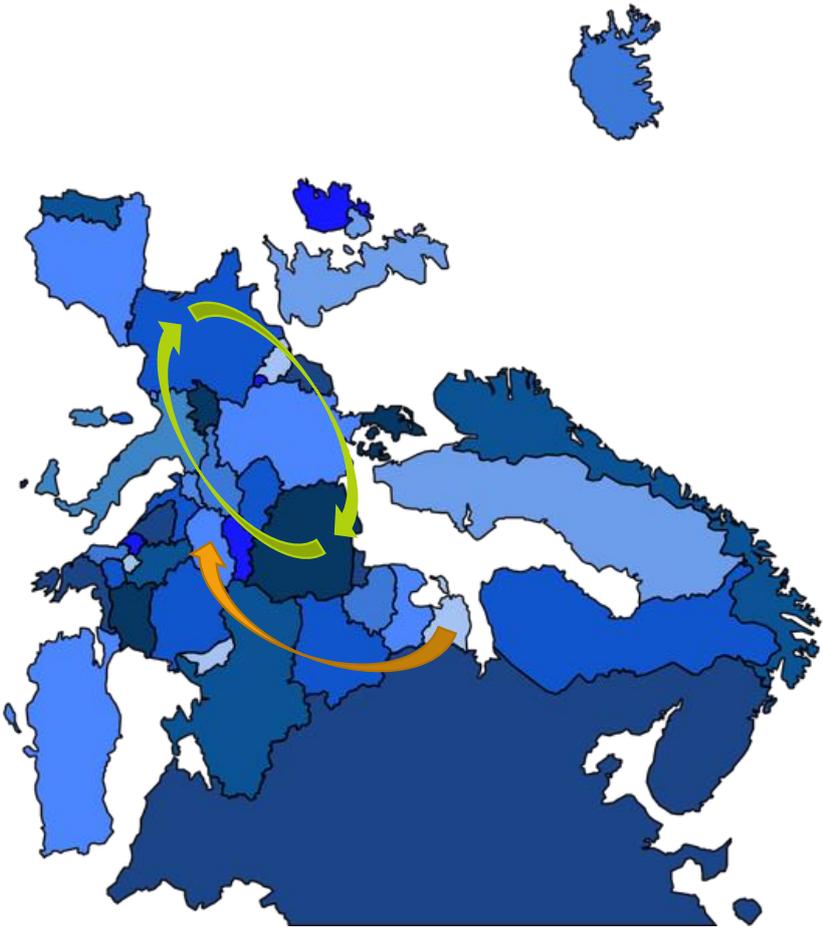
ERA Talents, complementing other widening actions

Actions in WP	Consortium structure	Target group and scale of operation	Policy objectives
Teaming	Main beneficiary + 1 or 2 strategic advanced partners	Single centre of excellence to be modernised or created, relevant at national scale	Develop light houses and role models to stimulate reforms of national R&I system, increase level of excellence of national R&I system, mobilise new investments
Twinning	Main beneficiary and focused network of partnering organisations	Individual institutions and small network of advanced partnering institutions. Institutional scale with European outreach	Develop excellence in a chosen R&I domain for the main beneficiary with the help of twinning partners, increase visibility of main beneficiary and upskill its staff
ERA Chairs	Mono-beneficiary host organisation with optional single partner organisation	Excellent individuals and their teams, institutional scale, (R3+)R4	Excellent scientists and their teams to become game changers at institutional level, develop new research strands and raise level of excellence
ERA Talents	Consortium of academic and non-academic partners	Researchers, innovators, and other R&I talents (focus on early career stage staff)	Boost interoperability of careers and employability of research and innovation talents across sectors, with a center of gravity in widening countries
ERA Fellowships	Individual host organisation in widening, with fellow	Postdoctoral researcher (R2), applied for MSCA Postdocs action	Attract more researchers to widening countries
Excellence Hubs	Group of 2 or 3 placed based innovation ecosystems based on the quadruple helix approach	Research institutions, firms, local/regional government, societal actors, local regional scale with cross border dimension	Foster innovation excellence in place based (local/regional) innovation ecosystems, improve science business linkages, regional dimension of widening, bottom-up approach
Excellence Initiative	Network of European Universities, co-ordinates by university from widening country	European Universities alliances or similar networks of universities at European level	Mainstream excellence in science and in value creation, through integrated cooperation of universities; increase global competitiveness; empower universities to be actors of change, notably supporting twin green and digital transitions

Pending approval by programme committee

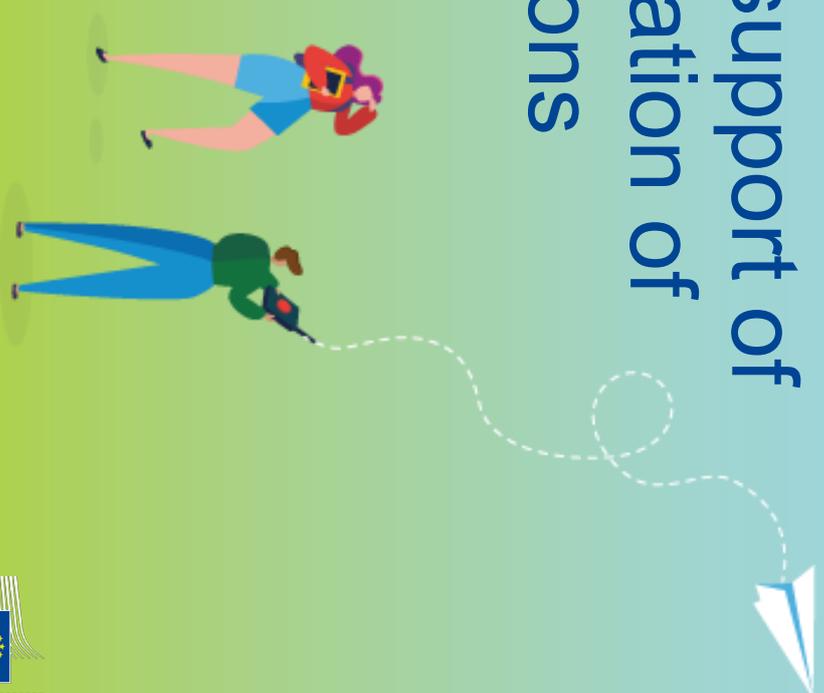
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ERA Talents' envisaged mobility patterns, e.g.



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Acceleration Services in support of the institutional transformation of Higher Education Institutions



Acceleration services, incl. talents and careers



Access to coaches, mentors, expertise, **training** from academia or outside academia, for:

strategy development
roadmap and action plan development
mapping of required support resources
advice on access to funding from EU, national, regional



Pilot together with large **user groups** (either individual HEI, networks/ alliances of universities and surrounding ecosystem actors, or umbrella organisations



Priority areas for **institutional change** (choice of participants) may include:

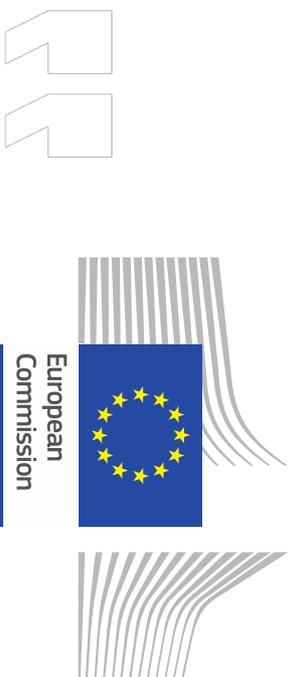
Open Science & digitalization, sharing of capacity and resources, strengthening careers and attractiveness for **talents**, research assessment reform, reinforced role in innovation ecosystems, engaging citizens (e.g. greening of society), ...



Monitor progress of the users in the implementation of the chosen areas

Indicative budget: EUR 10.50 million (2.50 to 3.50 per project)

Call closure: 20 April 2022



Thank you

HorizonEU

<http://ec.europa.eu/horizon-europe>



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