



WORKSHOP SUPPORT MEASURES FOR RESEARCH CAREERS

Porto, April 17th, 2024

fct

Fundação
para a Ciência
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 **INESCTEC**

Workshop

European Support Measures for Research Careers

Faculty of Engineering of the University of Porto - Room B032

17 April 2024

Registration

The workshop requires advance registration via this registration form for both online and in-person participation.

Introduction

With the approval of the [Council Recommendation on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe](#), on 18 December 2023, Action 4 of the ERA Policy Agenda “*Promote attractive research careers, talent circulation, and mobility*” and all the work linked to the operationalization of a new approach of the Union regarding research careers and mobility, time has arrived to focus on how we implement the Framework and explore the benefits of the instruments and measures that are available at European level.

The **operationalisation** of the European Framework implies that Member States, Associated Countries, and stakeholders are fully aware of the potentialities and possible strategies that can pave the way for a successful implementation taking into consideration that not only do the framework conditions vary among countries, as well as the way it is applied differently to researchers, employers, and funders.

Important to better explore the **support measures** that are part of the Council Recommendation. Some of these **support measures** are new and others are old ones that are being revamped. The exploration of these measures can help the actors in the design and implementation of reforms and smooth the implementation of them at all levels. The support measures are:

- the ERA TALENT Platform as an online one-stop-shop for researchers and institutions in all sectors, which includes the traditional [EURAXESS](#) platform;

- [ResearchComp](#) the European Competence Framework is a tool to help researchers identify their skills and needs for training and employers to identify the type of skills researchers might have;
- Interoperability with [ESCO](#), [Europass](#) and [EURES](#) to have efficient support to the European labour market for researchers and employers
- Endorsement of the [Charter for Researchers](#) by research organisations and namely its implementation tool [Human Resources Strategy for Research](#)
- Monitoring of research careers through the implementation of the Observatory for Research and Innovation Careers.

The mobilization of the dedicated calls of [WIDERA](#) of Horizon Europe in parallel with the support measures will fully exploit the potential of the support at the Union level for research careers.

On the other hand, **Action 4. Promote attractive research careers, talent circulation and mobility** of the [ERA Policy Agenda](#) (2022-2024) of which Portugal is one of the co-sponsors, is promoting awareness and further engagement of member states on the support measures which are being improved within this action. The aim is therefore to tackle diversity in Member States and how it is possible to establish a coherent framework at the European level.

This workshop capitalizes on the line of work launched by the [Foundation for Science and Technology](#) (FCT), through the organisation of two workshops to create awareness in the Portuguese research and innovation (R&I) communities on the new approach derived from the [Council Conclusions](#) approved in 2021 and the technical work preparatory of the proposal for a Council Recommendation on a European Framework for Research Careers. A first workshop was held on 12 April on [attractive and sustainable research carers](#) (in cooperation with the NOVA University of Lisbon), report available, and the second one in June “*Mesa Redonda de Alto-nível sobre Carreiras de Investigação Europeias atrativas, sustentáveis e interoperáveis*” was held on 17 June during the major Portuguese annual event in S&T [CIENCIA 2023](#).

A major conclusion from the two FCT workshops was that there is a lack of awareness and participation from Portuguese organisations in the existent support measures for research careers. For example, only 8 research organisations in the country received the [HR Excellence Award](#) as part of the Human Resources Strategy for Research (HRS4R) and none of them are a university. Portugal is part of the countries with a lower share of HR Excellence awards with 1,1 %, only RO, SK, BG, and SI are equal to or below Portugal, according to the HRS4R Dashboard.

Objectives of the workshop

This workshop aims to:

- Create awareness of the support measures that are part of the European Framework for Research Careers;
- Stimulate the uptake of support measures and Horizon Europe WIDERA calls to create momentum at the national level;
- Discuss specific bottlenecks and challenges and how to overcome them through constructive dialogue and experience sharing between Member States and research organisations.

To generate learning, preparedness, and insights on how to better create favourable ecosystems for attractive, sustainable, and interoperable research careers, the agenda of the workshop was designed to establish a fruitful dialogue, where the policy measures and cases from other Member States and national organisations are presented aiming at sharing experiences both positive and negative and the participants can discuss their points of view and together discuss possible ways forward.

Target audience

The workshop is intended to reach in Portugal, the focus country, the managers, and the responsible person for Human Resources strategy for Research and Innovation activities in organisations with R&D activities and Higher Education Institutions with research activities from the public and private sectors.

The delegates to the Era Policy Agenda Action 4 - Promote attractive research careers, talent circulation, and mobility.

Agenda

17 April 2024

Faculty of Engineering of the University of Porto - Room B032

Welcome to the workshop

09:00 – 09:20 hours GMT

Host: **Luisa Henriques**, A4 co-sponsor, Senior Advisor, FCT

Welcome, and Introductory speeches by the Hosts and representative of the European Commission

- **João Claro**, President of INESC TEC, Professor University of Porto
- **Manuel Aleixo**, Head of Unit ERA- spreading excellence and research careers DG R&I
- **Madalena Alves**, President of FCT

Session 1: The European Framework for Research Careers and Debate

09:20 – 10:10 hours GMT

Moderator: **Eugénio Campos Ferreira**, Vice-Rector of University of Minho

This section aims to provide an overview of the approved framework from the point of view of the European Commission, of Action 4 and of Member States on the steps that are needed to be taken for its implementation, as well as to learn from representatives of member states in Action 4 about their experiences and challenges.

- **Dario Capezzuto**, Policy Officer, ERA- spreading excellence and research careers DG R&I
- **Luisa Henriques**, A4 co-sponsor, Senior Advisor, FCT

Experiences in the adoption of the Framework by Member States

10:10 – 11:20 hours GMT

Moderator: **João Claro**, President of INESC TEC and Professor University of Porto

- **Gonzalo Arevalo**, Spain, former Director General for Research Planning, Ministry of Science & Innovation, Head for Institutional and International Relations, Cutting Edge Health Programme
- **Judith van Voorst Vader**, Netherlands, Policy officer, Ministry of Education, Culture and Science
- **Isabelle Halleux**, Research Expert to the Minister for High Education and Research, Françoise Bertieaux, Wallonia-Bruxelles Federatio

Coffee-Break

11:20 – 11:35 hours GMT

Session 2: Presentation and debate Human Resources Strategy for Research (HRS4R) and its implementation tool: HR Excellence Award

11:35 – 12:30 hours GMT

This session aims to have a deep dive into the purpose, processes, and benefits for a research organisation to have an HR Excellence Award. In the beginning, the representative of the European Commission will present the tool, its path and revision. Then representatives of the research organisations and universities with diversified experiences in having the award will share them with the participants.

Moderator: **Manuel Mira Godinho**, Member of General Council University of Lisboa, Professor ISEG Lisbon

- **Michele Rosa-Clot**, Human Resources Strategy for Researchers (HRS4R) Portfolio manager, ERA- spreading excellence and research careers DG R&I

Lunch

12:30 – 14:00 hours GMT

HR Excellence Award experiences sharing

14:00 – 15:15 hours GMT

- **Chiara Biglia**, Head of the Career Center Division of the Politecnico di Torino, Italy
- **Sinéad Beacom**, Head of the Researcher Development Centre, University of Galway, Ireland
- **Paula Perez**, Head of Career Development Unit, I3S, University of Porto

Session 3: Talent Ecosystem for attractive early careers future Horizon Europe calls and challenges

15:15 – 16:00 hours GMT

Moderator: **Ana Margarida Santos**, National Delegate to EURAXESS and Luisa Henriques A4 co-sponsor, Senior Advisor, FCT

The session aims to mobilise the participants for the importance of the part of ERA in the WIDERA and of upcoming calls to widen the participation and awareness of participants in the calls and on the potentialities that these calls can bring to help institutions on a better implementation of the Framework for Research Careers followed by a debate.

- **Dario Capezzuto**, Policy Officer, ERA- spreading excellence and research careers DG R&I
- **Rui Munhá**, NCP Horizon Europe WIDERA, Co-Coordinator of PERIN

Coffee-Break

16:00 – 16:15 hours GMT

Session 4: WORLD CAFE to explore and consolidate the learning experiences and possible paths

16:15 – 17:00 hours GMT

Moderator: **Ricardo Migueis**, Head of the Brussels office of INESC Science and Technology

The session provides a ground to discuss in small groups a list of questions collected during the workshop with representatives from Member States and research organisations.

Conclusions and End of the workshop

17:00 – 17:15 hours GMT

António Bob Santos, FCT Member of the Board

Manuel Aleixo, HoU, DG R&I, European Commission

João Claro, President of INESC TEC and Professor University of Porto