More effective, attractive and intersectoral research careers

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HRS4R Info Days

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R&I Actors and Research Careers
A 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)
- 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
Existing instruments in support of research careers

• HRS4R
• EURAXESS
  + Helped supporting research careers, mobility and strengthening the European Research Area
  - C&C not binding, and in need of adaptation to the new reality (Open Science, gender equality, research assessment etc)
New ERA Communication (Toolbox of measures by 2024)

Council Conclusions on Research Careers

Pact for R&I and ERA Policy Agenda

ERAC Triangle Task Force for the revision of the C&C

Studies (ERA Priority 3; Knowledge Ecosystems)
Council Conclusions on Research Careers

• Evolution to a single framework with a more holistic approach addressing all challenges beyond values and principles and broadening its focus to sectors beyond the academia

• Present proposals by 2022, inter alia for tenure track systems, research assessment, career diversification, work-life balance, incentives to hire early-career researchers and to address gender equality, interoperability with industry and improving EURAXESS governance and services

• Address balanced brain circulation, intersectoral and interdisciplinary mobility, skills, employment and working conditions, synergies R&I/education, monitoring system
A comprehensive legislative framework for research careers

What
- All aspects and challenges of research careers
- Existing instruments - C&C, EURAXESS, RESAVER

Why
- Reinforce research careers and their attractiveness
- Strengthen employment and working conditions
- Foster the knowledge cycle

How
- Commission proposal

When
- Work towards a proposal in the course of 2022
Synergies ERA Communication Action 8 & the Skills Agenda

**ERA Communication**

Action 8 – “Deliver a toolbox of measures to support researcher’ careers, through a mobility scheme, training and more, in order to make Europe more attractive for talent.”

**Update of ESCO with researchers’ skills and occupations**

**European Competence Framework for Researchers**

**Skills Agenda**

**Action 1** - Pact for Skills (vs Pact for Science)
**Action 2** – Skills for a job – improved skills intelligence
**Action 3** – EU support for strategic national upskilling actions
**Action 4** – Synergies PhD training and LLL for scientists with VET

**Action 5** – European Universities and **upskilling scientists**

To upskill scientists, in close cooperation with stakeholders and the Member States, the Commission will:

- **develop a European Competence Framework for researchers and support the development of a set of core skills for researchers.**
- **define a taxonomy of skills for researchers, which will allow the statistical monitoring of brain circulation and agree with Member States on a set of indicators to allow monitoring and statistical analysis.**
- **develop open science and science management curricula for researchers.**

Action 6 – Skills to support the twin transition (green / digital)
Action 7 – increase STEM graduates (STEM PhD)
Action 8 – Skills for Life (LLL for scientists)
Action 9 – Initiative on individual learning accounts (ERA4YOU?)
Action 10 – EU approach to micro-credentials (in PhD training)
Action 11 – New EUROPASS Platform (for all researchers)
Action 12 – Improving the enabling framework to unlock MS and private investments in Skills (link to the EUN’s? )

**Action 8** – “Deliver a toolbox of measures to support researcher’ careers, through a mobility scheme, training and more, in order to make Europe more attractive for talent.”
ESCO and a taxonomy of skills and occupations for researchers

ESCO update - end of 2021
European Skills, Occupations and Qualifications

- Better recognition of the research profession
- Researchers understand what skills and competences they need
- Targeted training -> Researchers are equipped with the skills and competences they need for careers in academia and beyond
- Employers have a better overview of what researchers can offer
A literature review of existing competence profiles and career structures for researchers

Two online surveys, one among researchers from the academic and private sector, and one among umbrella organisations

Case studies

Interviews with stakeholders

A focus group

A multi-stakeholder validation meeting

Final Competence Framework for Research Careers (ResearchComp)

Analysis of the full 2020 Euraxess database on the requested skills/competences by employers in different sectors and diverse career stages
Conceptual model of the European Competence Framework for Researchers

Important to keep in mind that:
- The development process is still ongoing
- All competences are equally important & interrelated
- 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
ResearchComp – Proficiency levels

4 proficiency levels

- **Foundational**: Developing expertise with guidance
- **Intermediate**: Building independence
- **Advanced**: Taking responsibility and guiding others
- **Expert**: Driving transformation, innovation and growth
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<th>Applications</th>
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<td><strong>Individuals</strong></td>
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<td>Increasing the awareness of relevant competences</td>
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<td>Selecting training &amp; career guidance</td>
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<td>Fostering an active role in own career progression/choices</td>
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<td>Increasing intersectoral and international mobility</td>
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<td><strong>Organisations</strong></td>
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<td>Identification and recognition of competences</td>
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<td>Contributing to the design of job descriptions, training &amp; career counseling</td>
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<td>Addressing the “communication disconnect”: increase awareness of researchers’ added-value</td>
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<td><strong>Policy makers</strong></td>
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<td>Monitoring &amp; mapping of competences</td>
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<td>Forecasting evolutions of skills/jobs</td>
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<td>Links with priorities of R&amp;D systems</td>
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<td>Refer to the framework in other EU guidelines, frameworks or initiatives that link to researchers’ careers &amp; competences</td>
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Towards a European strategy empowering universities

Holistic approach: higher education and R&I together

A shared vision

Priority areas for transformation and needs of the sector

Roadmap of actions

Synergies with national reforms
Towards a ‘European Strategy for Universities’ – **building blocks**

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<th>Building Blocks</th>
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<td>Framework for European cooperation in higher education &amp; research</td>
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<td>Strengthening research performing capacity of higher education sector</td>
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<td>EU investment into the higher education sector</td>
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<td>Green transition</td>
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<td>Digital decade</td>
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<td>Global Europe</td>
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<td>Industrial and Innovation Ecosystems</td>
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<td>Diversity, equal opportunities</td>
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<td>Values and democracy</td>
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Study on ERA Priority 3

General Objectives:
- Taking stock of existing policy measures (Charter & Code, HRS4R, EURAXESS)
- Defining needs of transformations to review/revamp/strengthen the policy measures:
  - Recommendations on the future set-up and development of existing measures
  - Recommendations on additional new policy activities/tools/measures to achieve the same objectives under the renewed ERA.

Specific Objectives:
- Content, outreach and added value
- Process
- Challenges and needs
- Governance and stakeholder engagement

Analytical Report: Q1 2020
Experts Workgroups
Stakeholder events
Policy Report: Q4 2021