



#HorizonEU


HORIZON EUROPE



THE EU
RESEARCH & INNOVATION
PROGRAMME

2021 – 2027

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



*Stijn DELAURE, EC, DG R&I,
R&I Actors and Research Careers*

Research and
Innovation

WIDERA 2021-2022, Destination #2 TALENTS

Attracting and mobilizing the best talents

Expected impact:

- Effective institutional reforms in research institutions in widening countries
- Better use of existing research infrastructures
- Excellent talents attracted in institutions and research infrastructures
- Reverted brain drain
- Improved linkages and increased mobility between academic and business, notably by overcoming sectoral barriers
- Free circulation of knowledge and expertise in line with ERA priorities
- Improved gender balance and equal opportunities

Calls:

- **ERA Chairs**
- Fostering Balanced Brain Circulation: **ERA Fellowships**, **ERA Talents**

WIDERA 2022: *talent circulation*



‘ERA Fellowships’

- Training & Mobility Action
- Successor of the Widening Fellowships (WF) pilot, aligned with MSCA Postdoctoral Fellowships

Call closure: 14
September 2022

*EUR 8.00 million
(40-45 fellows)*



‘ERA Talents’

- Coordination and Support Action
- Support training and mobility of researchers, innovators, and other research and innovation talents, across sectors, with focus on widening countries

Call closure: 15
November 2022

*EUR 24.00 million
(~12 projects)*

HORIZON-WIDERA-2022-TALENTS-03 and 04

Policy background, towards ‘ERA Talents’

Council Conclusions on research careers (28 May 2021)

- *“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”*

Study results ‘Knowledge ecosystems in the new ERA’ (2021-2022)

- Talent circulation analysis: pathways to more balanced researcher mobility
 - *Causes & solutions to brain drain: system level factors, working conditions, research environment, excellence*
- Intersectoral mobility analysis: mapping & modeling of schemes, solutions to gaps
 - *Strengthening academia/non-academia cooperation*
 - *Improving training and lifelong learning (e.g. meeting industry demand, support capacity)*
 - *Boosting researcher entrepreneurship*

Policy background:

The new European Research Area

Pact for R&I

10 values & principles

4 priority areas

- Deepening the ERA
- Broadening ERA and relevance
- Amplifying access to excellence
- Advancing R&I investments and reforms

R&D targets

ERA Governance

ERA Forum (+ subgroups)

Expert group for coordination and implementation of the ERA, together with EU MS, AC and stakeholders

ERAC

High-level strategic policy body, providing advice

ERA Policy Agenda

Designed to contribute to the priority areas from the Pact for R&I, setting out the voluntary **ERA actions** which are defined and coordinated at Union level

20 actions, 2022-2024



European
Commission

Policy background:

ERA Policy Agenda, 20 ERA Actions

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

Policy background:

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 balanced talent circulation (e.g. ResearchComp, ERA4You)
3. **Support measures** to improve attractiveness of research careers within and beyond academia (e.g. Research Careers Observatory, ERA Talent Platform)

HORIZON-WIDERA-2022-TALENTS-03

ERA Talents



Aim and scope of 'ERA Talents'

Boost interoperability of careers and employability of research and innovation talents across sectors – *center of gravity in widening countries*

- Cross-sectoral talent circulation and academia-business collaboration for knowledge transfer is requiring systematising and structuring efforts.
- Through ERA4You, as one of the ERA Policy Actions, the European Commission aims to support and incentivise such transformations, towards a more balanced circulation of talents, both trans-nationally and across sectors.
- Within this scope, 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.

Expected impact of 'ERA Talents'

Projects are expected to contribute to several of the following outcomes:

- **Strengthened human capital base** in R&I of Widening countries, with more entrepreneurial and better-trained researchers, innovators and other R&I talents;
- A **more balanced talent circulation**, both geographical and cross-sectoral;
- **Boosted R&I capacity** and R&I support capacity, as well as contribution to increased excellence of the research-performing organisation in widening countries;
- A more structured and **impactful collaboration** between academia and businesses;
- Increased set of research, entrepreneurial and other **transferable skills and competences**;
- Improved employability and **sustainable career prospects** of diverse talents within academia, industry and beyond

Characteristics of 'ERA Talents' (1/3)

What is funded?

- Inter-sectoral mobility of R&I staff within one (or more) of the participating organisations, leading to knowledge transfer and increased employability

Experimentation

- Diverse and heterogeneous consortia, develop best practices at the benefit of widening countries
- Beneficiaries will be invited to collaborate and participate in mutual learning exercises

Participating organisations

- Organisations from the academic AND non-academic sectors
- Joint training and mobility methodology by seconding and/or hosting eligible staff members
- Demonstrate clear benefit of the proposed secondment methodology for widening countries (incl. perspective to allocate $\geq 70\%$ of the secondments budget)

Characteristics of 'ERA Talents' (2/3)

Seconded staff

- Methodology to identify a **diverse audience of research and innovation talents**
- Seconded staff must be actively engaged at least 6 months (FTE) at the sending institution before the (first) period of secondment

Return and reintegration

- Mandatory return phase for every cross-border secondment from a widening country
- Support for return, excluding salaries, allowed for up to 12 months (within grant duration)

Strengthening careers and collaboration

- New skills and career development perspectives. Proper mentoring of seconded staff
- Preference to actions offering **improved/sustainable career prospects**
- Exceptionally also same-country exchanges possible (support for regional ecosystems)
- Attention to gender equality objectives

Characteristics of 'ERA Talents' (3/3)

Intersectoral mobility



Academia-industry cooperation

- transfer of researcher knowhow to businesses, talent flow from academia to industry, business, public entities, non-profit organisations, cultural sectors



Training and lifelong learning

- upskilling and reskilling of researchers, talent flow from academia to industry or vice-versa)
 - i. to cover specific skills demand/needs by non-academic sectors in specific areas
 - ii. to build R&I support capacity, such as knowledge brokers, data stewards, research infrastructure operators, etc.



Researchers' entrepreneurship

- focused on development of entrepreneurial skills for researchers (e.g. business economics, business creation, knowledge transfer, intellectual property rights and other relevant legal framework), as well as commercialisation or other valorisation training

Specific conditions of 'ERA Talents'

Applicable contribution

- Expenses related to the participating organisations and individual talents hosted/seconded: *administrative costs, training costs, travel and subsistence costs and salaries for seconded staff, and costs associated with dissemination & communication and transfer of knowledge*

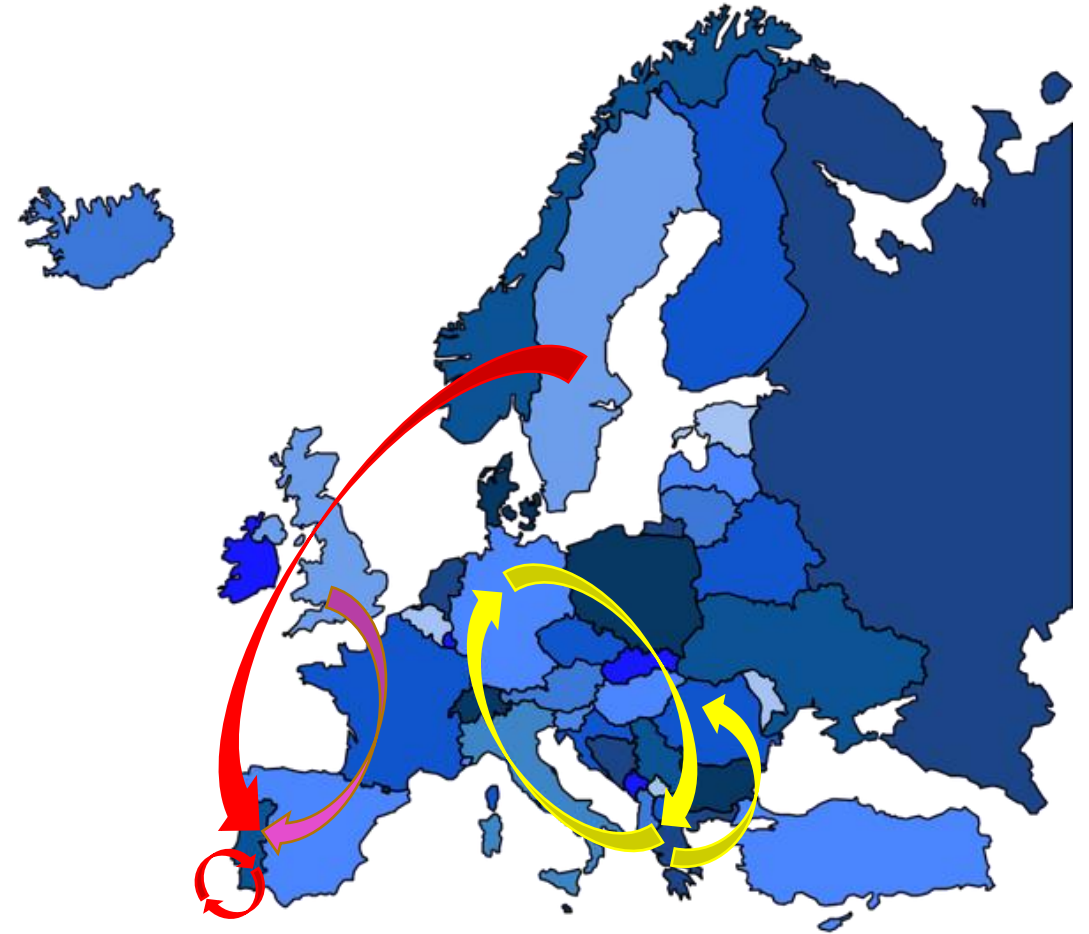
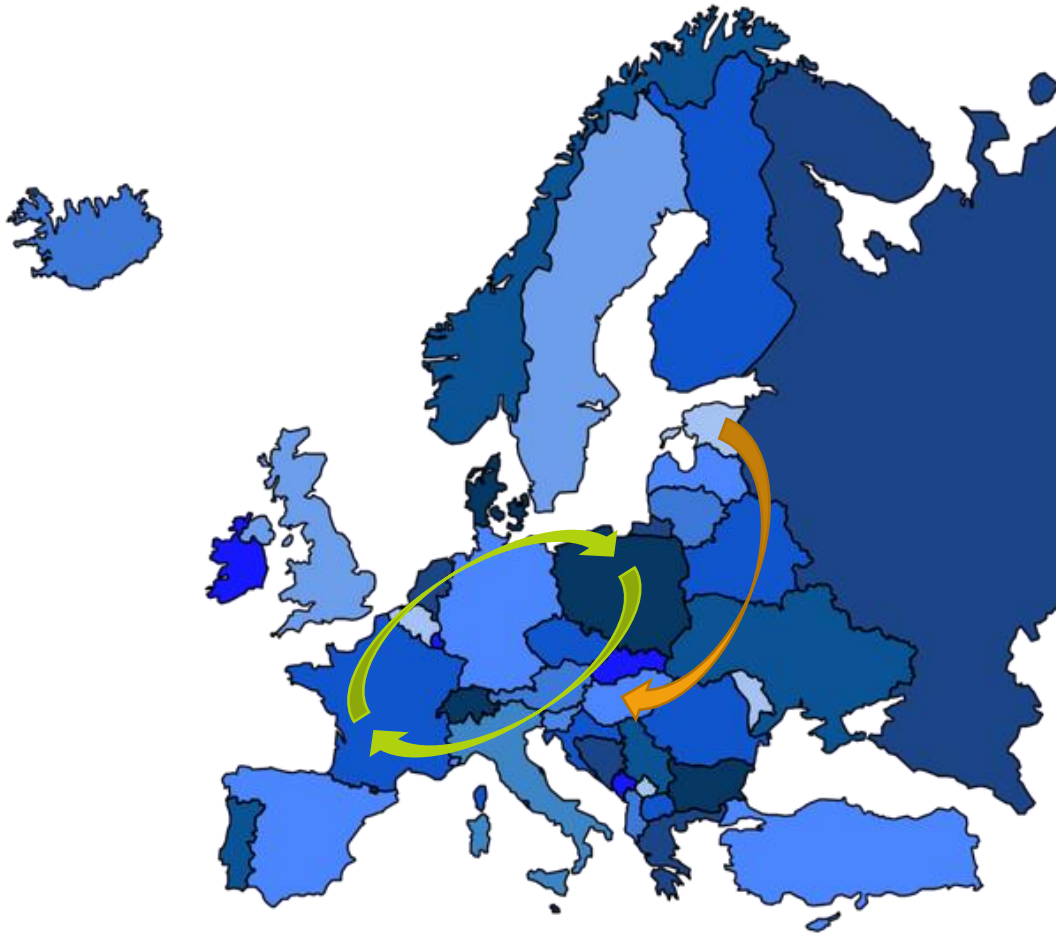
Participating organisations

- Consortia of independent legal entities of ≥ 3 MS/AC, of which ≥ 2 from widening country
- Coordinator from widening country
- Partners from both academic and non-academic institutions (incl. umbrella organisations)

Secondments

- Between different sectors, and different legal entities, to include a widening dimension
- Duration: 3-24 months for individual staff member
- Can be split over several stays with one or several beneficiaries

Examples: ERA Talents' mobility patterns



Evaluation criteria

Excellence

- Clarity and pertinence of the project's objectives
- Quality of the proposed coordination and/or support measures including soundness of methodology.

Impact

- Credibility of the pathways to achieve the expected outcomes and impacts specified in the work programme, and the likely scale and significance of the contributions due to the project.
- Suitability and quality of the measures to maximise expected outcomes and impacts, as set out in the dissemination and exploitation plan, including communication activities.

Quality and efficiency of the implementation

- Quality and effectiveness of the work plan, assessment of risks, and appropriateness of the effort assigned to work packages, and the resources overall.
- Capacity and role of each participant, and extent to which the consortium as a whole brings together the necessary expertise.



Thank you!
Questions?



FAQ (1/2)

- What is the difference between ERA talents and ERA fellowships?
- Does the coordinator of ERA Talents must come from a Widening country?
- Are there any age limitations for participants in ERA Talents?
- Can only current staff of the consortium partners be seconded, or also new staff?
- Are PhD students eligible to benefit from ERA Talents?
- What are 'knowledge brokers and data stewards'?
- How many secondments per project? Is it for one employee or multiple employees?
- I am working at the university as grant officer. Could I apply for secondment at another university or must it be outside of academia?

FAQ (2/2)

- In the proposal do we have to outline a recruitment procedure for the participants of the secondments or do we propose concrete candidates for secondments?
- Does “intersectoral mobility” involves only companies or can it be a cluster, knowledge multiplier or public entity hosting an innovation department or...?
- Can costs of e.g. materials for workshops / trainings etc during secondments be funded (e.g. laboratory consumables used during training)?
- Why is it advantageous for the seconding organizations to promote job mobility? Doesn't that mean they would leave the company?