

Towards a European framework for research careers

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European Research Area 2020 - 2022

2020

Commission Communication “A new ERA for Research and Innovation”, September

Council Conclusions on the new ERA , December

First semester
2021

Council Conclusions on research careers, 28 May

Commission adopts proposal for a “**Pact for Research and Innovation in Europe**”, 16 July

26 November
2021

Council Recommendation on a “Pact for Research and Innovation in Europe”

Council conclusions on the new ERA governance & the first ERA policy Agenda (2022-2024)

First semester 2022

Establishment of the **new ERA Forum** to implement the actions of the **ERA Policy Agenda**

End of June 2022

Member States **committed to ERA actions**

Associated countries and stakeholders were invited to indicate their commitment as well.

Challenges for researchers



Often **precarious working conditions**, based on cross-border and project-based temporary contracts → negative effects on attractiveness of careers in research and on mental health



Skills provided to doctoral candidates too often focused on careers within academia



Researchers need to seize **opportunities in the broader labour market**, including beyond academia or creating their own business→right skillset needed



Higher education institutions and industry need to partner to anticipate the skills needs

Deepening the European Research Area: Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality“



The improvement of researchers' careers has been a top priority for the Portuguese Presidency. The pandemic further highlighted that this is very much needed in order to preserve and promote a resilient and competitive Europe. These conclusions mark a first step towards making research careers across Europe more attractive and sustainable and allowing brain circulation to become a reality.

Manuel Heitor, Portuguese Minister for Science and Technology and Higher Education

Council Conclusions adopted on 28.05.2021

<https://www.consilium.europa.eu/media/49980/st09138-en21.pdf>

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

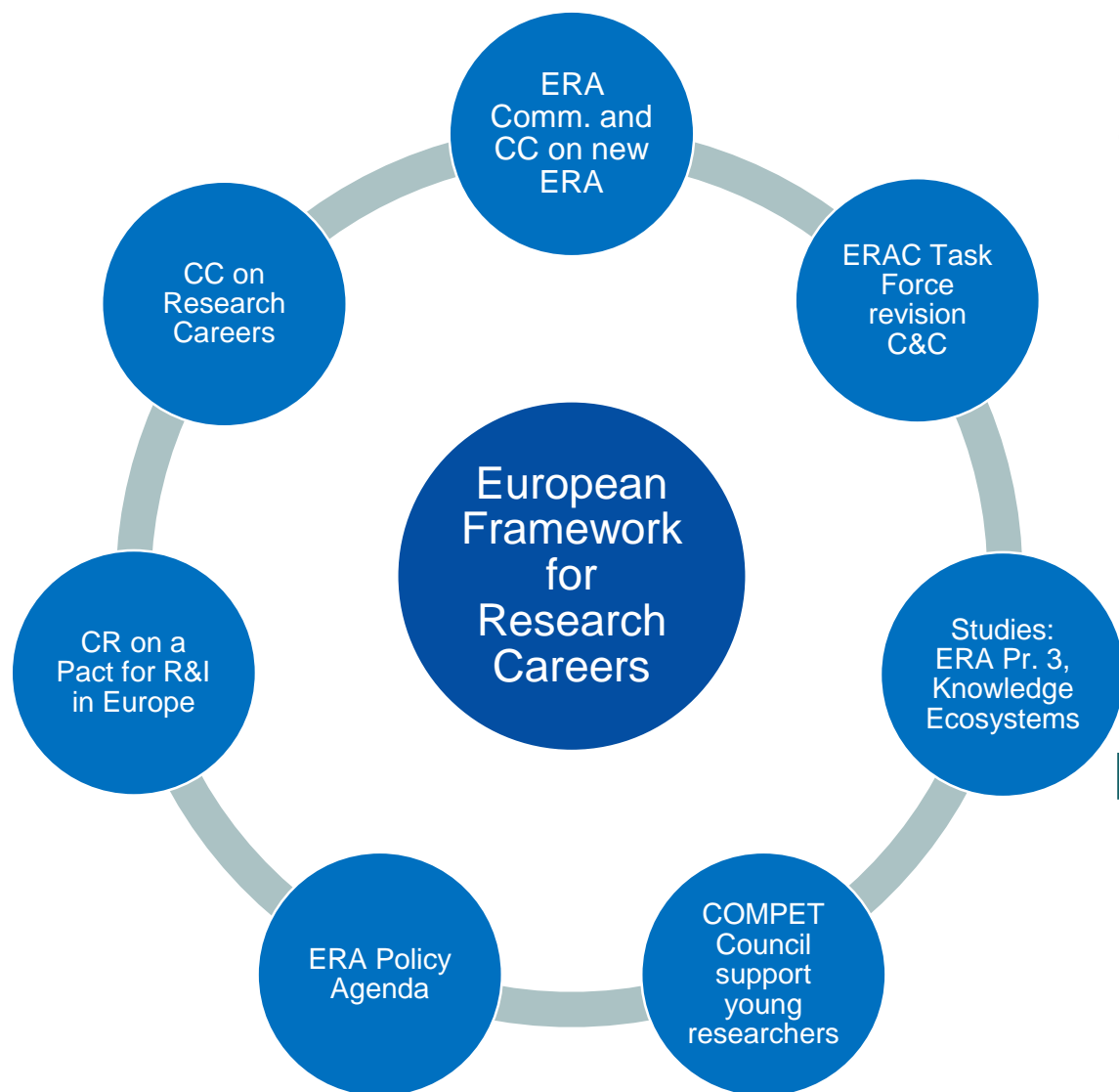
DEEPENING A TRULY FUNCTIONING
INTERNAL MARKET FOR KNOWLEDGE

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 (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)

European Framework for Research Careers



Consultations with stakeholders and MS

- Framework for research careers: 3 workshops
- ERAC workshop on researchers
- HRS4R: infodays, experts days
- EURAXESS workshops and biennial conferences
- Skills and competences: surveys, interviews, 2 workshops
- Employment contract & social protection: surveys, interviews, 1 workshop
- Talent circulation analysis: surveys, interviews, 1 workshop
- Careers observatory: 2 workshops, interviews
- Workshops on careers and mobility



**Upcoming
Commission
proposal**

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
- Entrepreneurship
- ERA4You

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

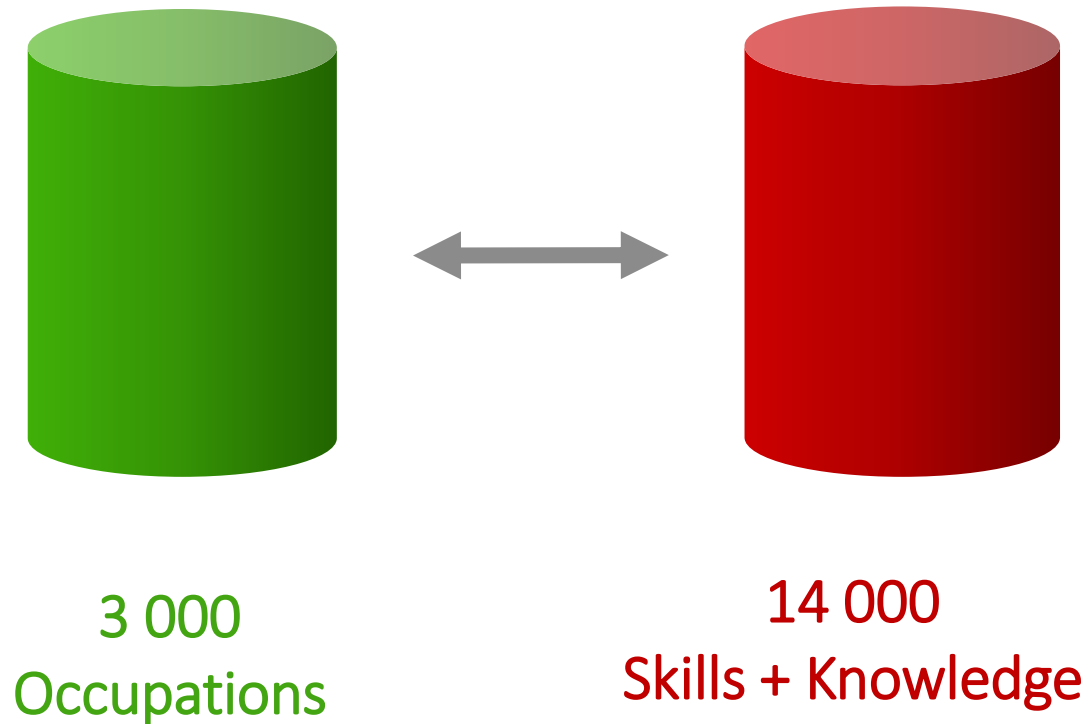
Support actions for research careers

- Strengthen EURAXESS and develop ERA Talent Platform
- New C&C for all sectors and transition measures

Monitoring of research careers

- Observatory on research careers in addition to ERA monitoring systems

A taxonomy of skills and occupations for researchers in ESCO



ESCO v1.1 – January 2022

European Skills, Occupations and Qualifications

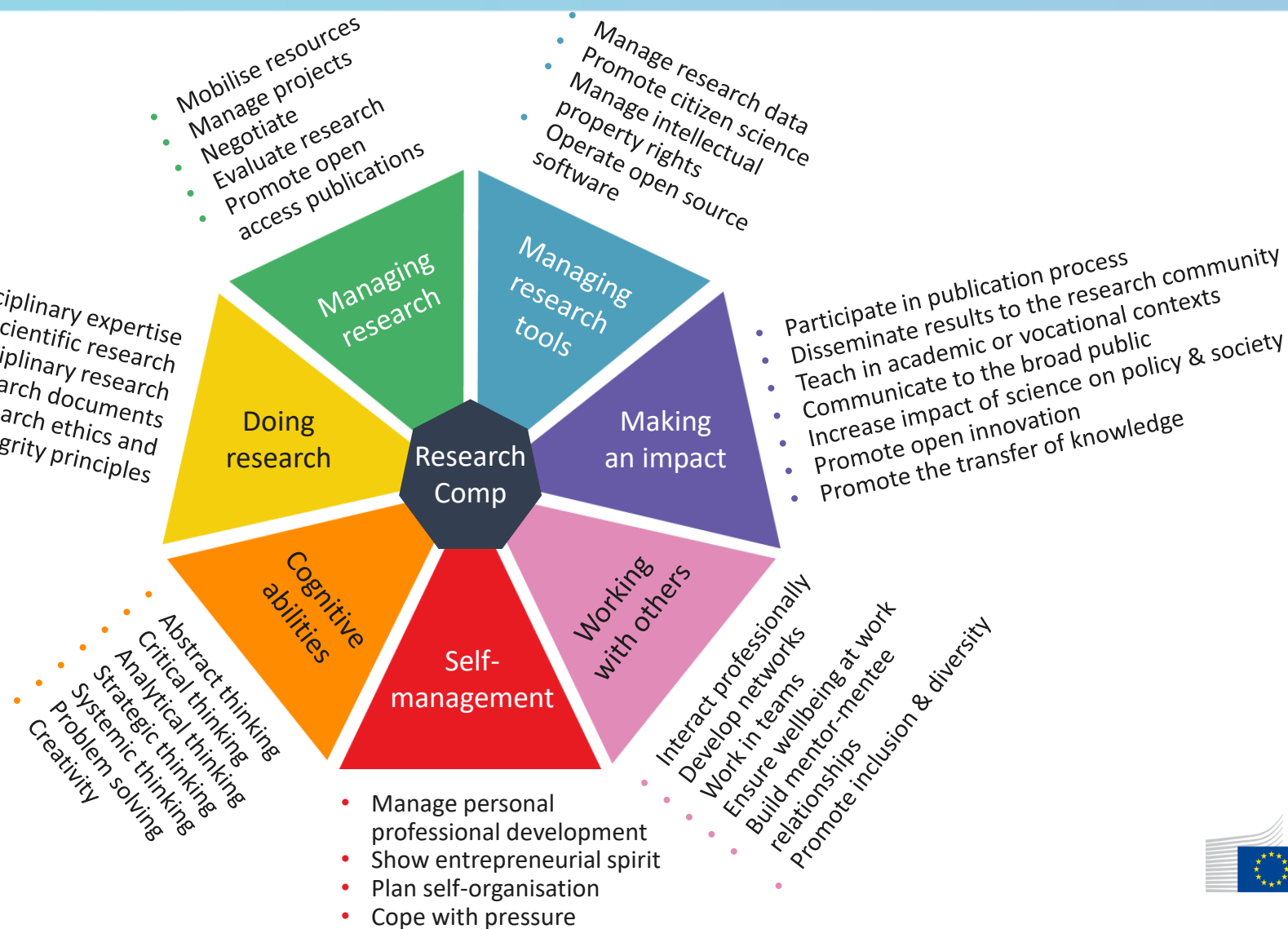
- Inclusion of new skills and occupations for researchers, and update of some existing ones
- Transposition at national level through EURES → all national vacancies will be adapted
- Better recognition of the research profession
- Researchers understand what skills and competences they need

The European Competence Framework for Researchers

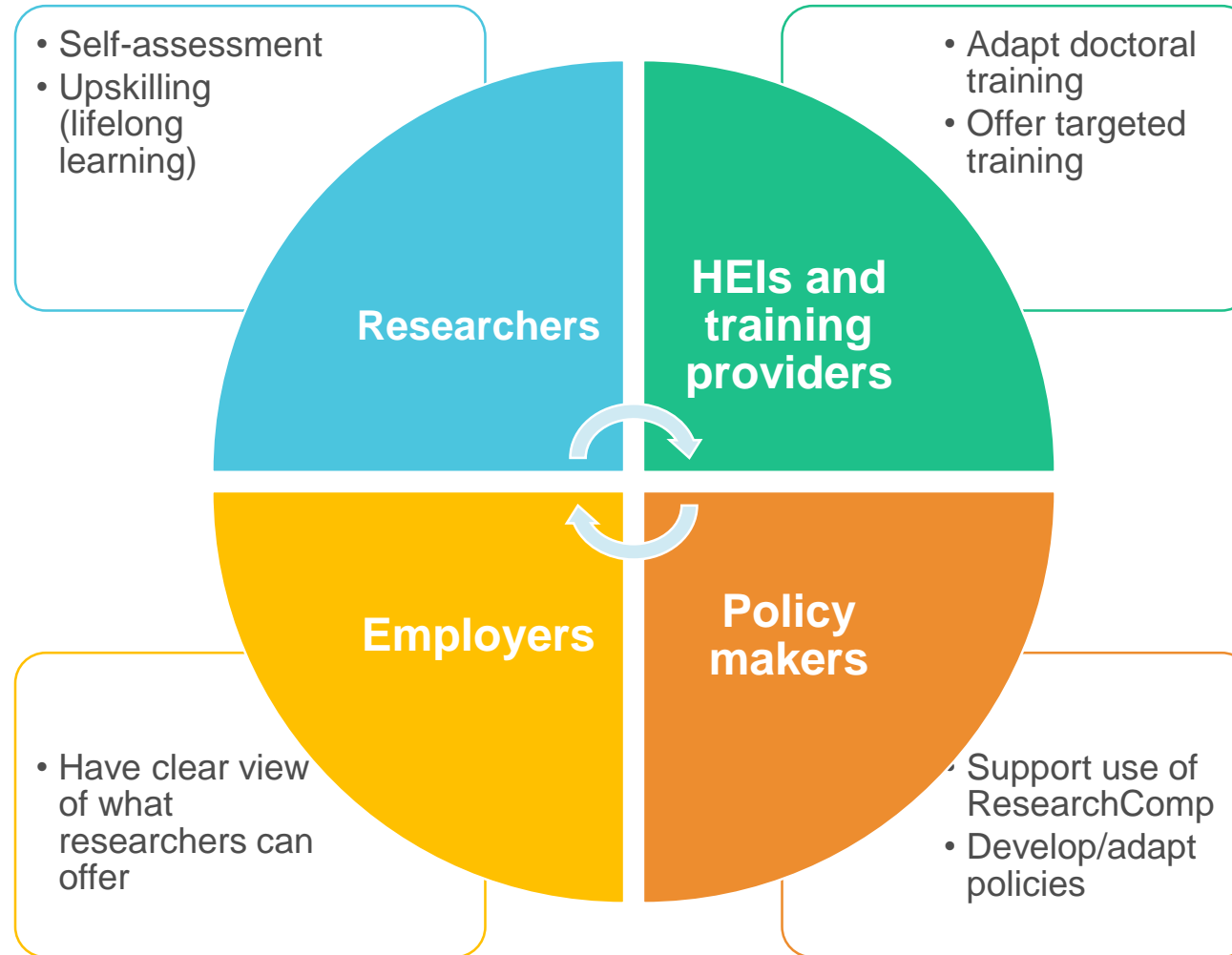
ResearchComp

Important to keep in mind that:

- 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

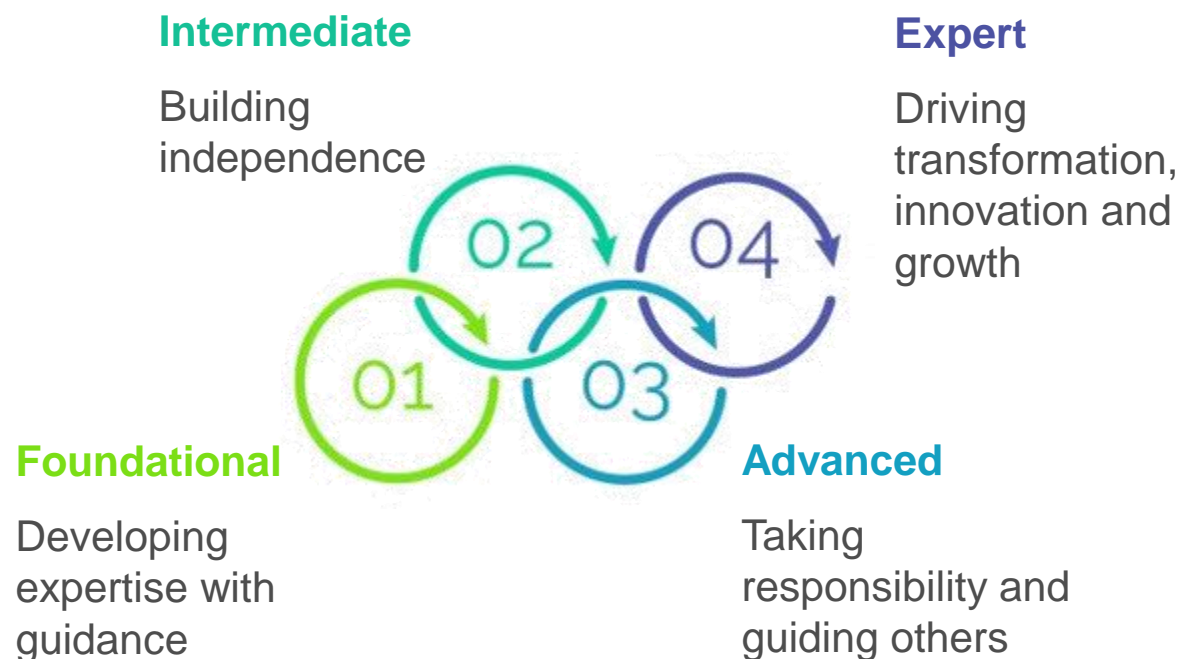


Benefits of ResearchComp



ResearchComp - Proficiency levels

4 proficiency levels



2022

Development of learning outcomes
for each competence and
proficiency level

Final validation workshop with
stakeholders

Roll-out

➡ Example of learning outcomes

Abstract thinking (Cognitive abilities): Demonstrate the ability to use concepts in order to make and understand generalisations, and relate or connect them to other items, events, or experiences.

Foundational

- Assimilates concepts from own discipline
- Establishes relationships with own knowledge

Intermediate

- Elaborates concepts independently
- Identifies and understands complex trends and patterns

Advanced

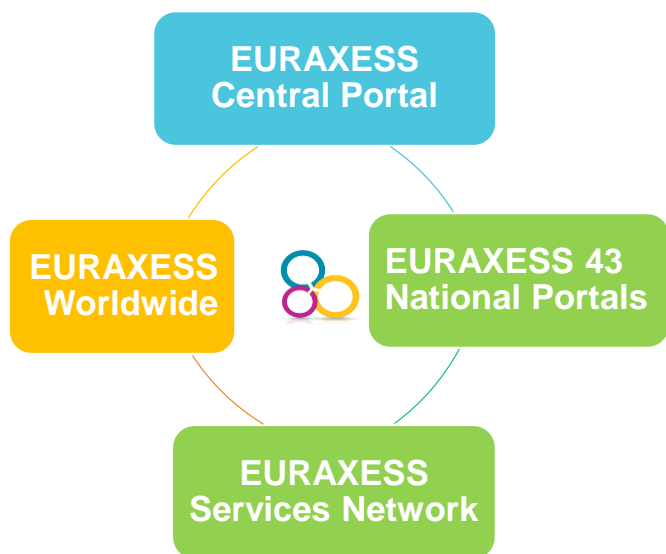
- Uses with confidence concepts from other disciplines
- Provides insights beyond the obvious

Expert

- Connects unrelated ideas and concepts to elaborate theories
- Contributes outstanding insights pushing the frontiers of knowledge

ERA Talent Platform

EURAXESS extended



EU PORTAL AND SERVICES

- 19000 + registered organisations
- 80000+ job offers published yearly
- 78000+ researchers using the platform

implementation of an interoperable cooperation with **Europass** and **EURES**

revamping of the **Partnering Tool** into a professional networking platform

new module aiming at improving **intersectoral mobility** and **balancing talent circulation**

reorganisation of existing training modules into an **enlarged training resources bank**

NATIONAL PORTALS AND SERVICES

- 43 countries
- 650+ service centers
- 18 topics of support

develop a **comprehensive reporting tool** for the network of EURAXESS Centres

enhanced services for the social-cultural and labour integration of researchers and their families

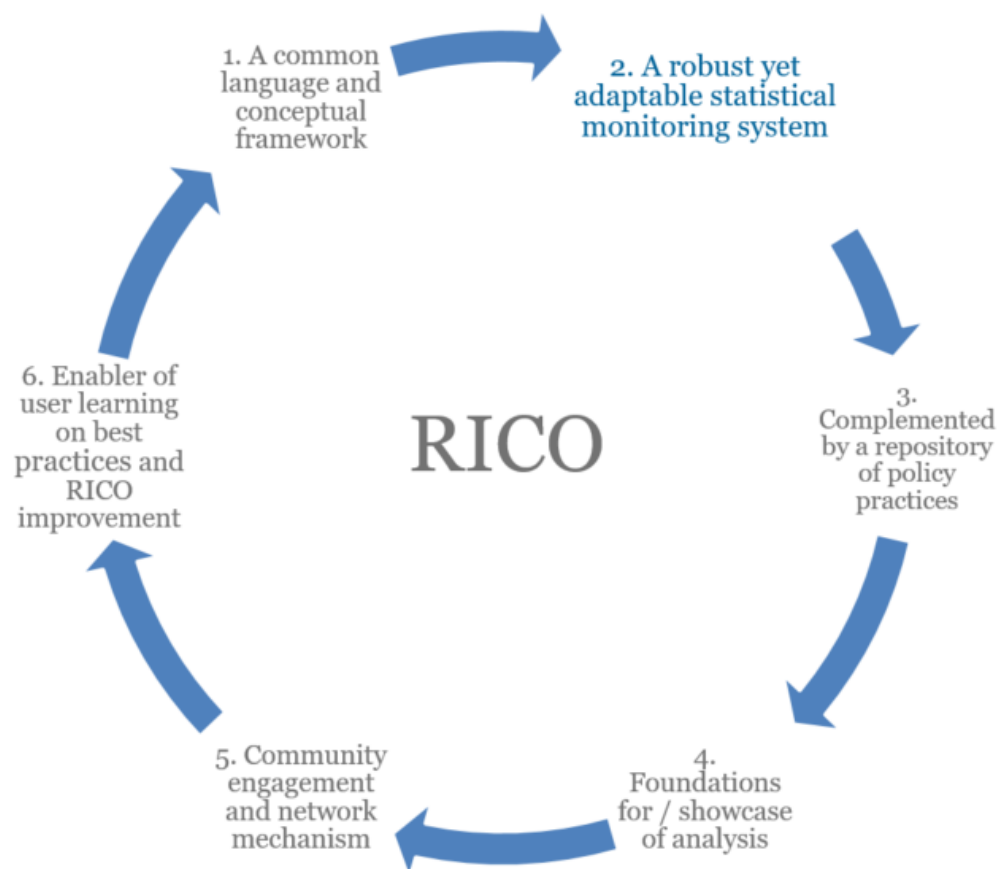
build on the pilot projects of Virtual Assistant and Chat Bot

centres to specialize in talent management services

Research & Innovation Careers Observatory (RICO)

Data intelligence and monitoring of labour market trends

Partnership with OECD in preparation



Skills/quals	Research jobs	Mobility
<ul style="list-style-type: none">• Occupations• Individuals• Institutions	<ul style="list-style-type: none">• Supply• Demand• Remuneration• Work conditions (terms)• Social & org	<ul style="list-style-type: none">• Talent circulation• Talent exchange• Brain drain• Intersectoral & interdisciplinary

ERA4You – towards new 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 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

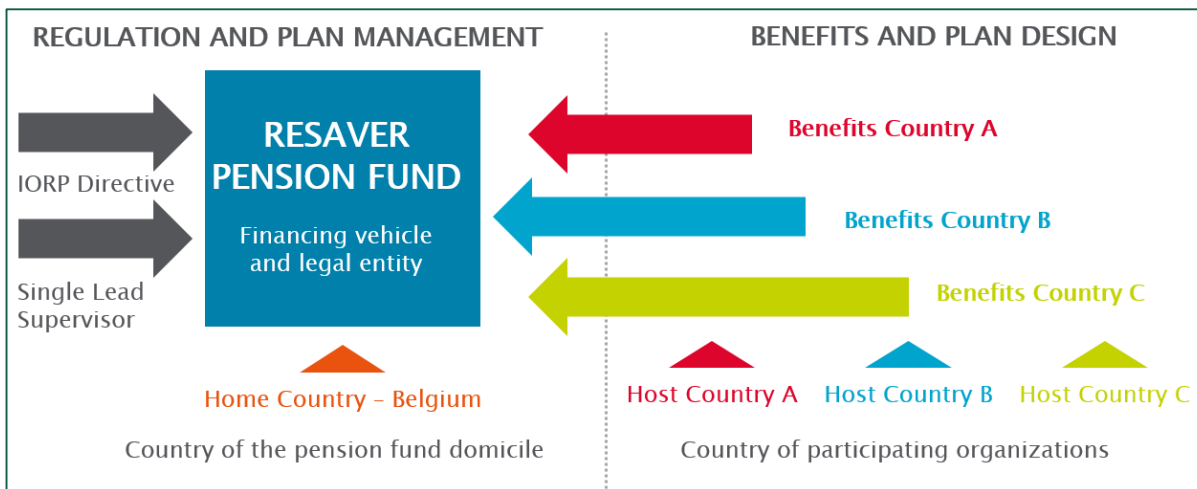
- focused on development of entrepreneurial skills for researchers (e.g. business economics, business creation, knowledge transfer, intellectual property rights and other relevant legal framework), as well as commercialisation or other valorisation training

Retirement Savings Vehicle for European Research Institutions and research performing individuals (RESAVER)

- Cross-border mobility can result in **social security gaps**
- **Occupational pension solutions** are increasing in importance
- **Complication** by diversity of national rules as it impedes portability and the development of a large and competitive EU internal market for products such as occupational pensions and health insurance.

- Operational: Austria, Hungary, Netherlands, Cyprus, Belgium, Italy
- Implementation ongoing: France, Spain

- Multi-country, multi-employer fund, domiciled in Belgium
- For HEIs & RPOs
- Defined Contribution fund
- Based on IORP I and IORP II directives
- Respects national labour, social and tax laws
- No vesting period
- No additional fees related to transfer out.
- MyRESAVER: paperfree administration.
- Transparent fee structure





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