

ERA Talent Platform

Slaven Misljencevic
European Commission, DG Research & Innovation
R&I Actors and Research Careers

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Policy Background – ERA Policy Agenda

Deepening a truly functioning internal market for knowledge

1. Enable the open sharing of knowledge and the re-use of research outputs, including through the development of the European Open Science Cloud (EOSC)
2. Propose a EU copyright and data legislative and regulatory framework fit for research
3. Advance towards the reform of the Assessment System for research, researchers and institutions to improve their quality, performance and impact
4. Promote attractive and sustainable research careers, balanced talent circulation and international, transdisciplinary and inter-sectoral mobility across the ERA
5. Promote gender equality and foster inclusiveness, taking note of the Ljubljana declaration
6. Deepening the ERA through protecting academic freedom in Europe

7. Upgrade EU guidance for a better knowledge valorisation
8. Strengthen sustainability, accessibility and resilience of research infrastructures in the ERA
9. Promote a positive environment and level playing field for international cooperation based on reciprocity

Taking up together the green transition and digital transformation and other challenges with impact on society, and increasing society's participation in the ERA

10. Make EU R&I missions and partnerships key contributors to the

Set up the ERA Talent Platform as the one-stop-shop online gateway to EURAXESS services, network and portals including HRS4R, and RESAVER

8. Empower Higher Education Institutions to develop in line with the ERA, and in synergy with the European Education Area
9. Bring Science closer to Citizens

Policy Background

Communication - A new European Research Area for Research and Innovation

*The EURAXESS services, network and portals will be broadened into an **ERA Talent Platform**, an online one-stop-shop, with improved structure and governance, exploiting links to Europass, the EU platform for people to manage their learning and careers and the EURES network of European public employment services*

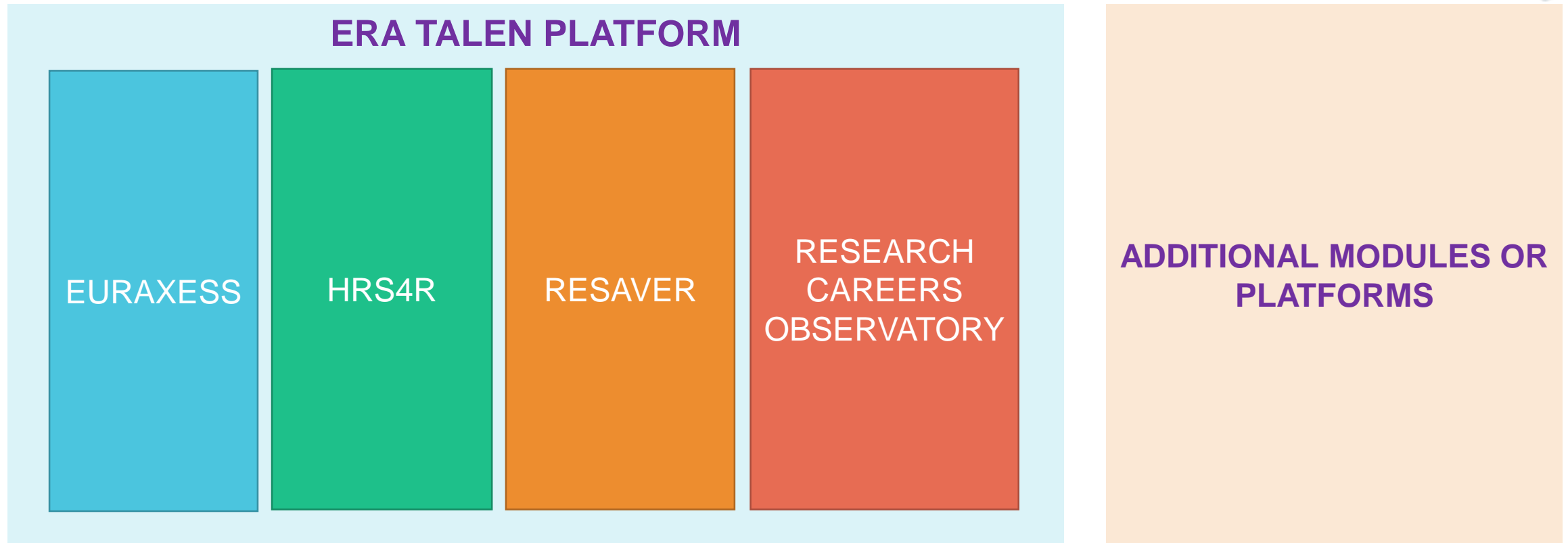
CC on " Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality"

*WELCOMES the reform and broadening of EURAXESS network, services and portals towards a talent management platform, with linkages with EURES and EUROPASS, and other transnational networks, in particular Widening national contact points, bridging researchers and institutions and helping absorb talent in countries and regions while continuing to ensure seamless quality services across the network; CALLS on the Commission and Member States to co-design and co-develop the next phase of EURAXESS towards an **ERA Talent Platform***

ERA Policy Agenda - action 4

*Set up the **ERA Talent Platform** as the one-stop-shop online gateway to EURAXESS services, network and portals including HRS4R, and RESAVER.*

ERA Talent Platform



- Better interoperability between initiatives and user experience
 - Improved coordination of IT developments
 - Space for specific requirements of each initiative

RECAP - EURAXESS

WHAT

- a European portal with a jobs, funding and hosting database
- 43 European complementary national portals;
- 43 National hubs with more than 600 associated Service centers
- 9 Worldwide hubs

WHEN

Launched 17 years ago (formerly known as ERA-MORE)

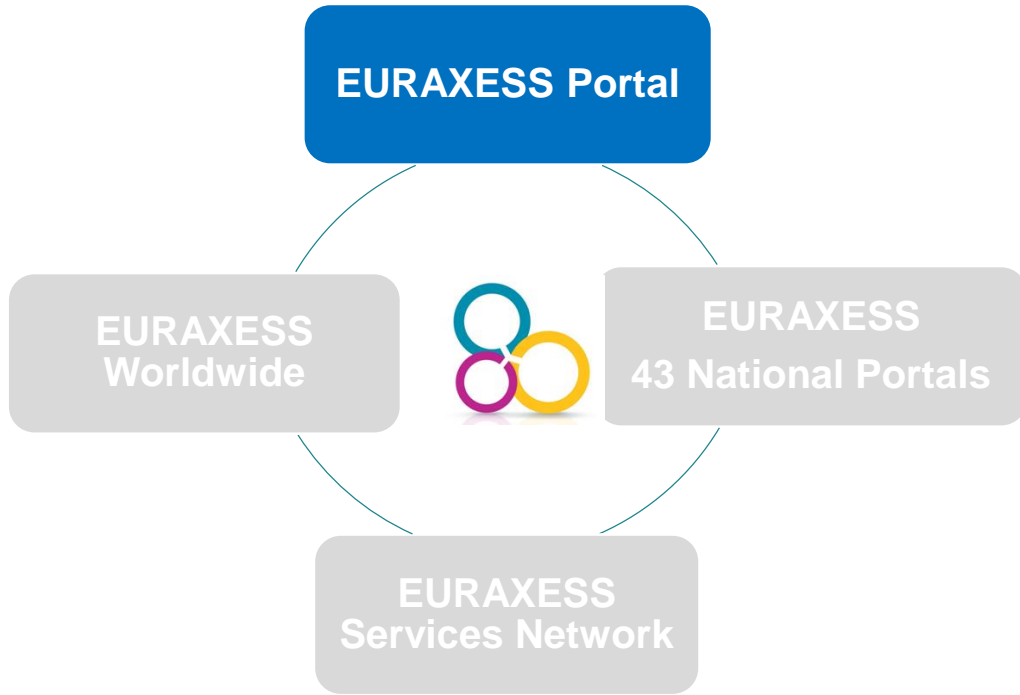
WHERE

Europe (43 countries) and Worldwide (9 hubs: Africa, ASEAN, Brazil, China, India, Japan, Latin America and the Caribbean, Korea and North America)

WHY

- To remove the barriers to researchers' mobility & support career development
- To create conditions for open, transparent merit-based recruitment
- To promote cooperation between research performing organisations
- To foster attractive careers across Europe and beyond

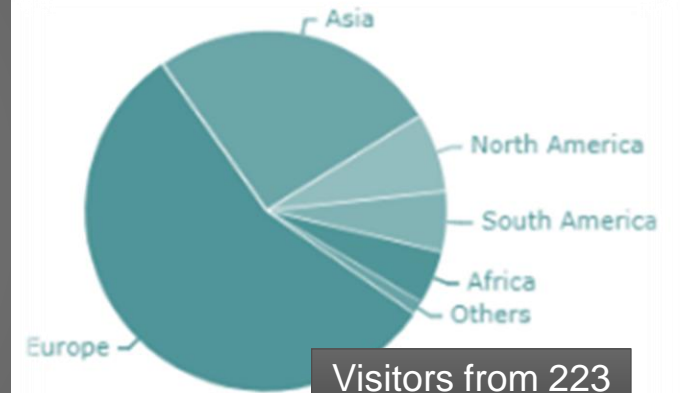
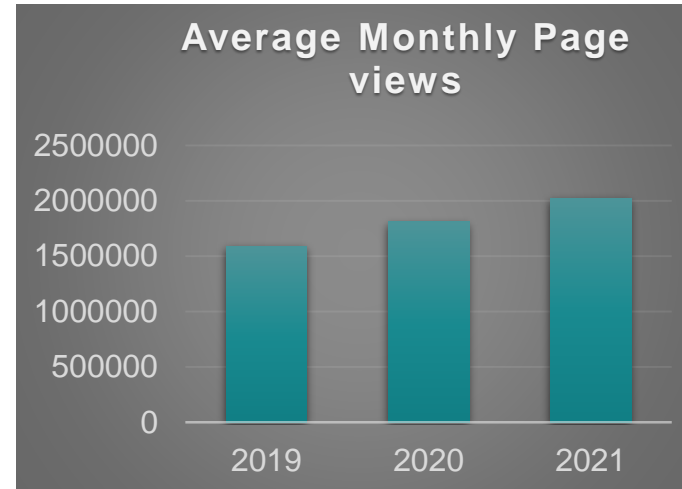
RECAP – CENTRAL EURAXESS PORTAL



19000+
registered
organisations

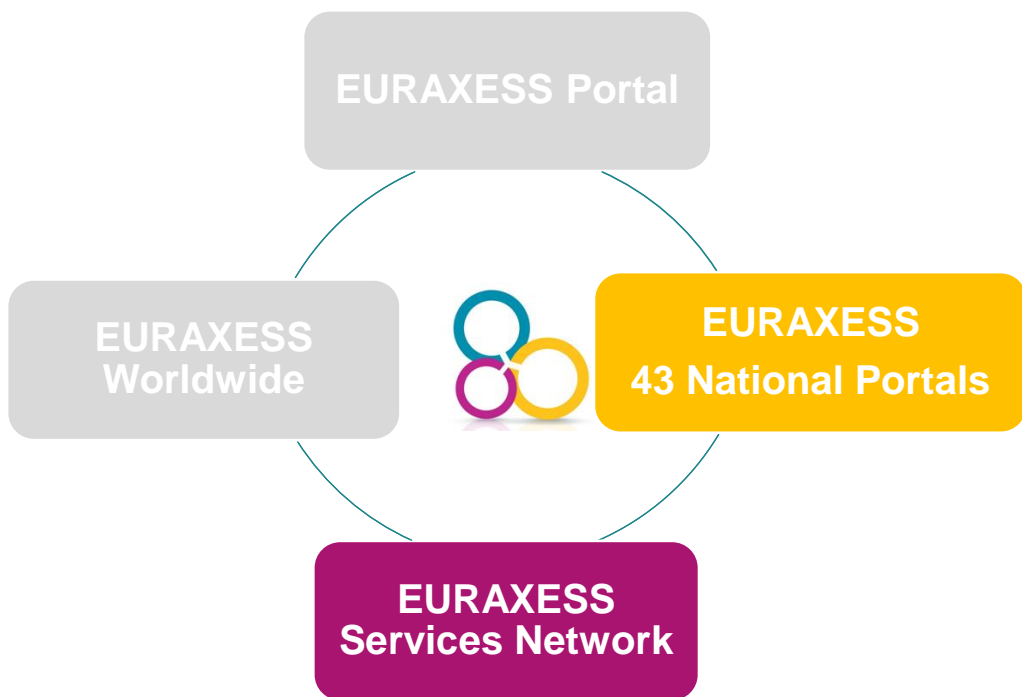
78000+
researchers using
the platform

80000+ job offers
published yearly
(average)



Visitors from 223
countries all
over the world

RECAP – NATIONAL EURAXESS PORTALS



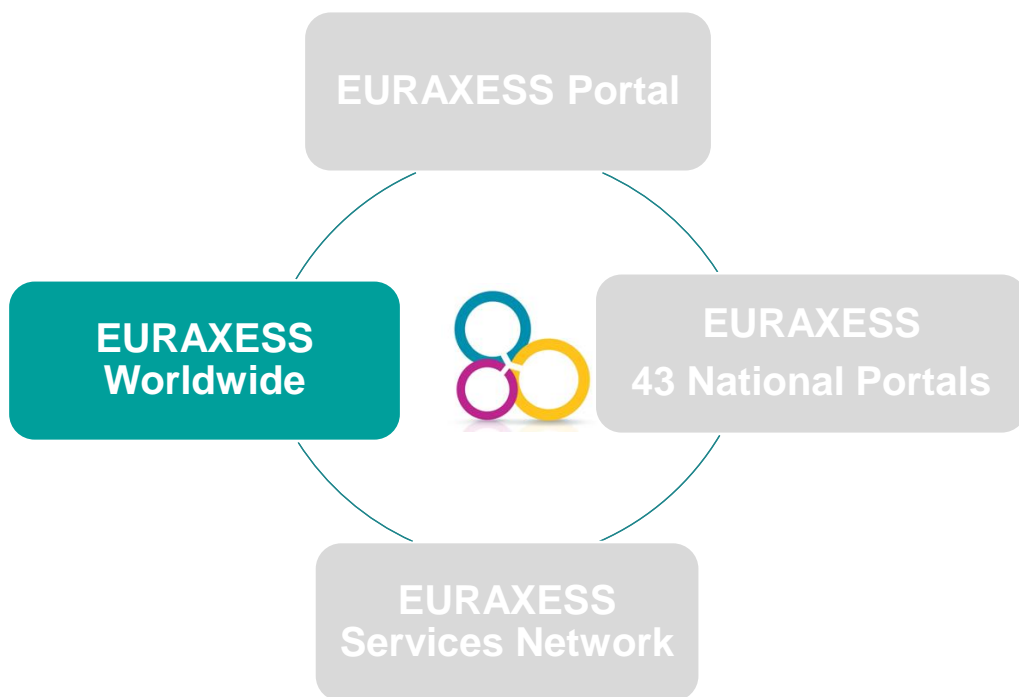
- 43 countries
- 600+ service centres
- 18 topics of support (VISA, pension, taxes etc.)
- Country-specific information
- Career development
- Info days & other relevant events
- Researcher networking & community building

>450.000 requests addressed yearly

ALBANIA	FAROE ISLANDS	LATVIA	ROMANIA
ARMENIA	FINLAND	LITHUANIA	SERBIA
AUSTRIA	FRANCE	LUXEMBOURG	SLOVAKIA
BELGIUM	GEORGIA	MALTA	SLOVENIA

BOSNIA AND HERZEGOVINA	GERMANY	MOLDOVA	SPAIN
BULGARIA	GREECE	MONTENEGRO	SWEDEN
CROATIA	HUNGARY	NETHERLANDS	SWITZERLAND
CYPRUS	ICELAND	NORTH MACEDONIA	TURKEY
CZECH REPUBLIC	IRELAND	NORWAY	UNITED KINGDOM
DENMARK	ISRAEL	POLAND	
ESTONIA	ITALY	PORTUGAL	

RECAP – EURAXESS WORLDWIDE



- Africa
- ASEAN
- Brazil
- China
- India
- Japan
- Latin America & the Caribbean
- Korea
- North America

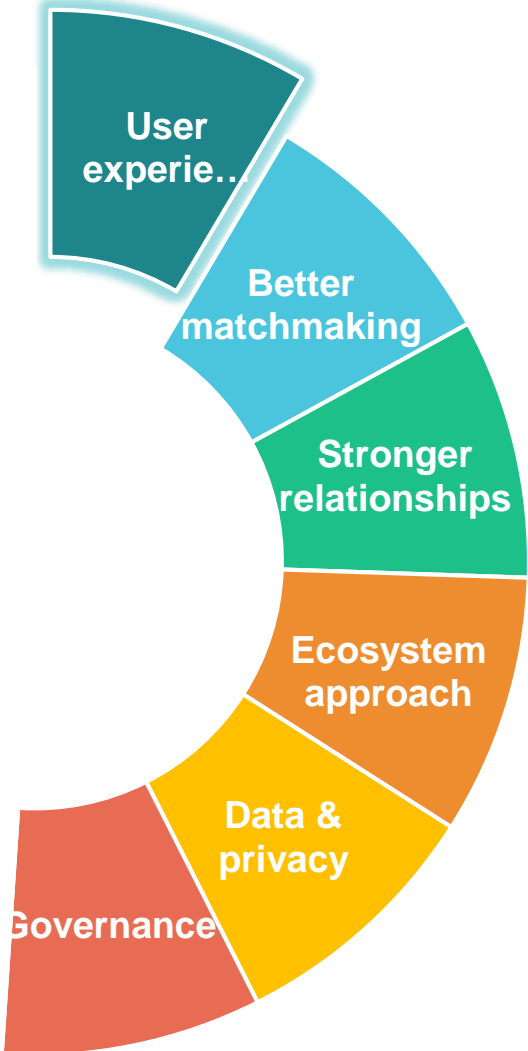
- 200+ events organised yearly
- 32.500 participants to online events in 2020
- 46.000 researchers registered in the Worldwide community



Focus areas

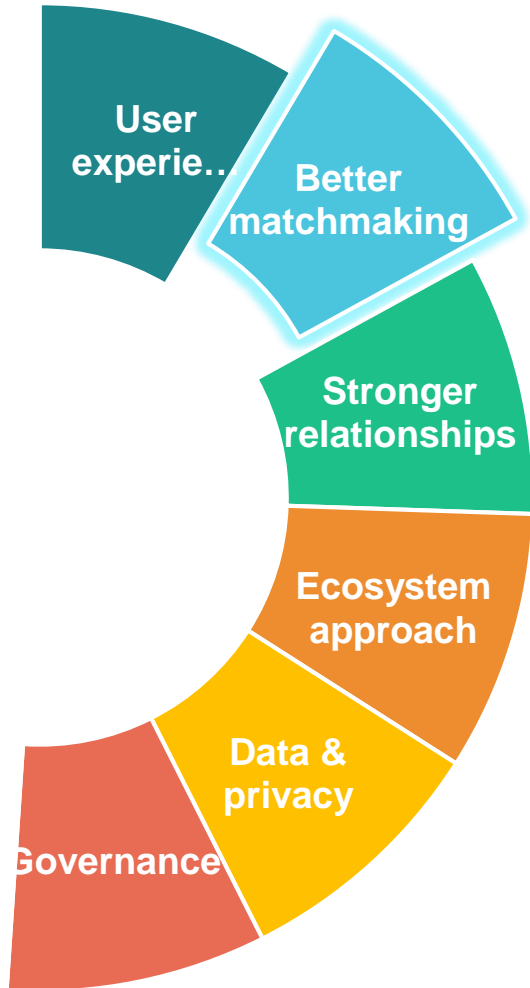


User experience



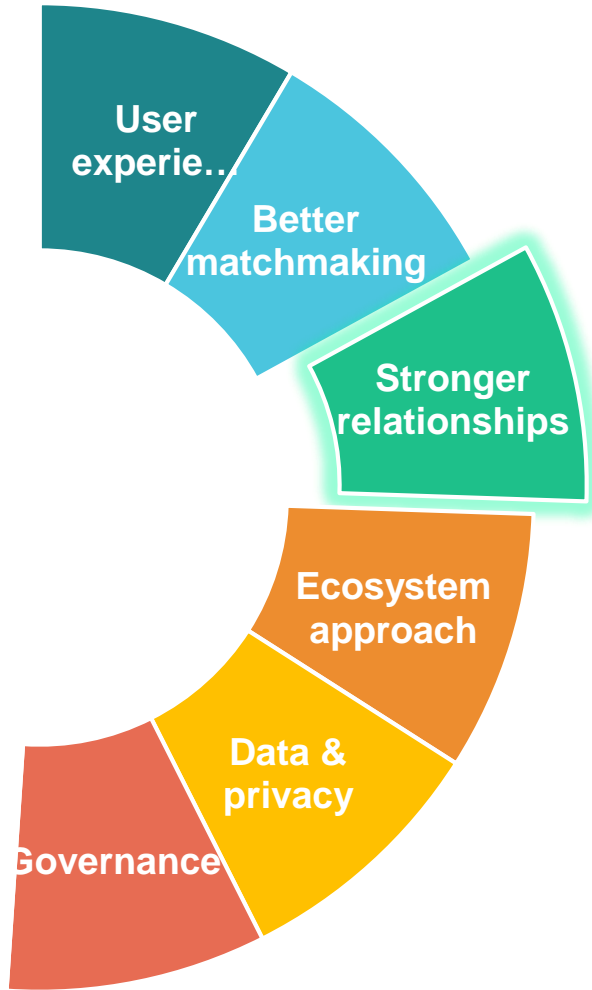
- Users are expecting more
- Products and services should be useful as well as easy to interact with, engaging, and visually appealing.
- Personalised experience
- Harmony in user experience across portals and services
- A shift in how content is consumed (text – images – video)
- Human experience (by mimicking the physical world)
- Maximising predictability and eliminating ambiguity
- Stability of performance

Matchmaking



- **One-dimensional process that can be more efficient**
- **A limited view of the candidate's true aspirations and capabilities**
- **Space to strengthen the personal brand and employer brand**
- **Data and technology to connect people more directly to relevant opportunities**
- **Give recruiters what they need to make the best matches and convince their candidates**

Relationships



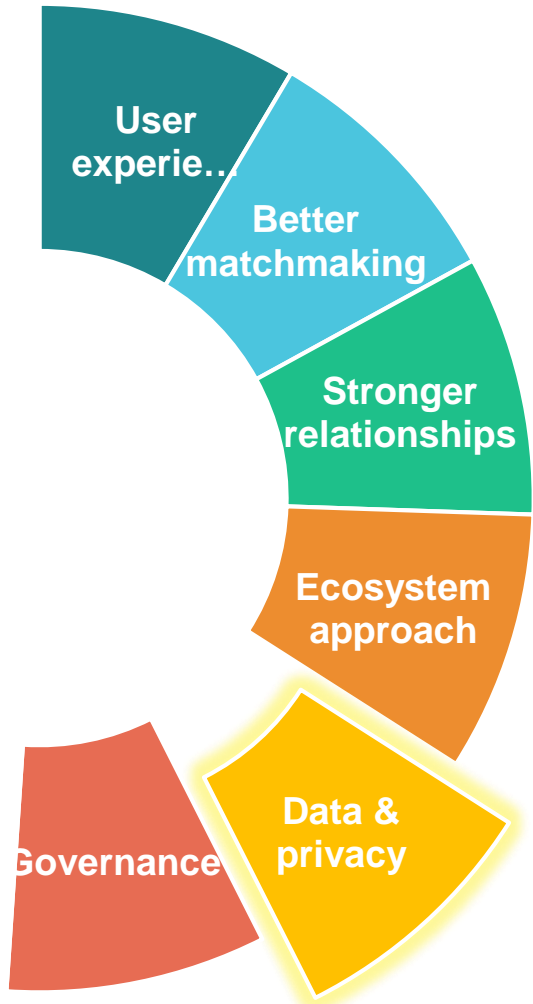
- From providing resources to building relationships with users
- Building a “relationship” is more than just sending users many e-mails and newsletters, its about triggering two-way communication.
- Personalisation is vital
- Not only with the portals and the EURAXESS network, but also among themselves. Users create value for users
- Low-effort & long-term

Ecosystem



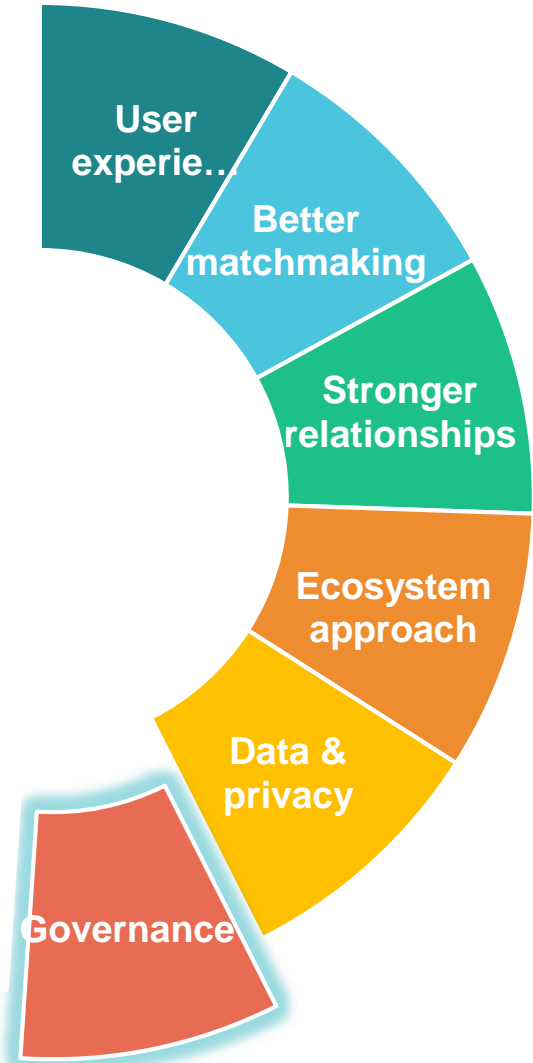
- **Some services are difficult to be created and offered by our own**
- **Challenging to excel at everything we do**
- **Ecosystems bridge openings along the end-to-end user journey**
- **Requires strategic thinking and putting the user first**
- **Derisking the use of own resources**

Data & Privacy



- Ability to generate, aggregate, and analyze data
- To support decision-making and improve the relevance and quality of information and services offered.
- Researchers are becoming increasingly intentional about what types of data they share—and with whom
- How we handle user data and privacy can become a point of differentiation

Governance



- **Governance structures with clearly identified roles and responsibilities facilitate changes**
- **Possible revision of DoC based on concrete needs of the network**
- **Developing clear procedures to define roles and responsibilities**
- **Strengthened role of ERA Forum and monitoring and coordination (ERA Pact)**

What's next?

*Things we used
to be able to do
and still can*

*Things we could
not do before
and still can't*

*Things we used
to be able to do
but no longer
matter*

*Things we could
not do before
but now can*

Planning & Implementation

THANK YOU!

