D4.2 RESEARCHER CAREER DEVELOPMENT FRAMEWORK TRAINING WORKSHOP PROGRAMMES

Type of Deliverable: Open Research Data Pilot (ORDP)

July 2022

HAMK & other RUN-EU PLUS Partners

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ABBREVIATIONS

D	Deliverable
DMP	Data Management Planning
ECoC	European Code of Conduct for Research Integrity
EIH	European Innovation Hub
FHV	Vorarlberg University of Applied Sciences, Austria
HAMK	Häme University of Applied Sciences, Finland
IP	Intellectual property
IPCA	Polytechnic of Cávado and Ave, Portugal
IPL	Polytechnic of Leiria, Portugal
MS Forms	Microsoft Forms
MS Teams	Microsoft Teams
NHL Stenden	NHL Stenden University of Applied Sciences, Netherlands
RUN-EU	Regional University Network – European University
RUN-EU PLUS	Regional University Network – European University: Professional Research Programmes for Business and Society
SZE	University of Györ – Széchenyi István University, Hungary
T	Task
TUS	Technological University of the Shannon: Midlands Midwest, Ireland
WP	Work Package

1. INTRODUCTION

This document describes the development of the RUN-EU PLUS researcher career training programme for the period 2022-2024 based on feedback information from the project partners. The programme has been designed to be offered across all RUN-EU PLUS partner organisations.

According to the RUN-EU PLUS workplan, three editions of the researcher career development programme will be implemented. The first workshop of the programme was delivered on the 9th of June 2022, and two following workshops in 2022 will be implemented in September. Further editions of the programme will be delivered in 2023 and in 2024. The programme covers 1) three annual workshops of an average duration of one day, 2) the themes of existing courses for researchers provided by the RUN-EU partner universities, and 3) identified programme development needs. The workshops will address the researchers of all partners (estimated a total of 125 researchers involved).

The programme (Section 4) is based on the following documents, activities and information:

1. RUN-EU PLUS Grant Agreement No.101035816 (objectives, promises made)
2. EU reports relevant to the theme of researcher skills and training; list of transferable skills produced by the European Council of Doctoral candidates and Junior Researchers (EURODOC) (Section 2.1).
3. The findings of RUN-EU PLUS D4.1 Report on audit and GAP analysis of current human capital resource strategies and practice across the RUN-EU PLUS consortium (Section2.2).
4. The educational needs expressed by the researchers during researcher consultation (Workshop 9 June, registration questions & breakout session discussions and feedback) (Section 2.2).

2. BACKGROUND MATERIAL TO THE RESEARCHER CAREER DEVELOPMENT FRAMEWORK PROGRAMME 2022-2024

2.1. Research skills

One essential goal in RUN-EU is that the researchers will develop strong competences in research and transferable skills and the ability to plan their future career and learning paths. International reports demonstrate that attractive conditions afforded to researchers have a strong positive correlation on the quality of their research outputs. The European Charter for Researchers (Commission Recommendation 2005/251/EC) views teaching as an essential means for structuring and disseminating knowledge and as such is an invaluable option within our researcher career paths (see also European Commission, Press release 18 January 2022). Training programme development and delivery for our researchers is essential in this task. Implementation of the training programme will enable achievement of our project objective to develop a stronger research and innovation system served by the creation and communication of a valid and robust research career framework essential to deliver on our obligations as part of the European Research Area (ERA) within the overall European University strategic focus.

The individual partners of the RUN-EU alliance are all at different points on the pathway in training provision for researchers. The developed Research Career Development Training Programme will adhere to the principles as set out in the European Charter and Code to support our researchers in identifying their current researcher skills, development needs and clear personal career paths which will encourage inter-sectoral, interdisciplinary and international mobility during their careers. The Researcher Career Development Training Programme will support RUN-EU researcher mobility and internship programmes. The programme aims to prepare our researchers with skill sets for a variety of careers in the public and private sector in research and non-research roles.

Overlapping principles in the Researcher Career Development Training Programme are the following themes:

- practice-based research

- o the Programme supports the knowledge construction and research practices in different environments (academia, public sector, industry, business etc.)

- o researchers learn to face uncertainty, uniqueness and conflicts in research environments, and tackle these with innovative approaches (RUN-EU PLUS workplan; see also Schön 1983)

- o Business and Innovation training

- mobility
  - o the Programme will support campuses of the RUN-EU universities to become more transnational as learning environments
  - o the transnational cross-networking between researchers and stakeholders increases.

- Open Science

  - o Open Science training programmes are being developed under RUN-EU WP5 Mainstreaming of Open Science Practices.

- Gender and Diversity

  - o the Programme will support, encourage and advocate women and women in Research and Innovation (R&I) and career advancement within the RUN-EU participant network, following commission recommendations on gender balance and equality

  - o the Programme helps all researchers to develop their skills to take care of their wellbeing and to be active to support the wellbeing of the research community

  - o the Programme supports the attractiveness of researcher career paths and encourages more young people to embark on careers in research in the consortium and in Europe.

The training programme development work benefited from existing parsing of research skills, including the EURODOC description of transferable skills (SuperProfDoc 2017) (Figure 1) and the research skills identified in other Horizon 2020 programme development projects (e.g., DocEnhance project)
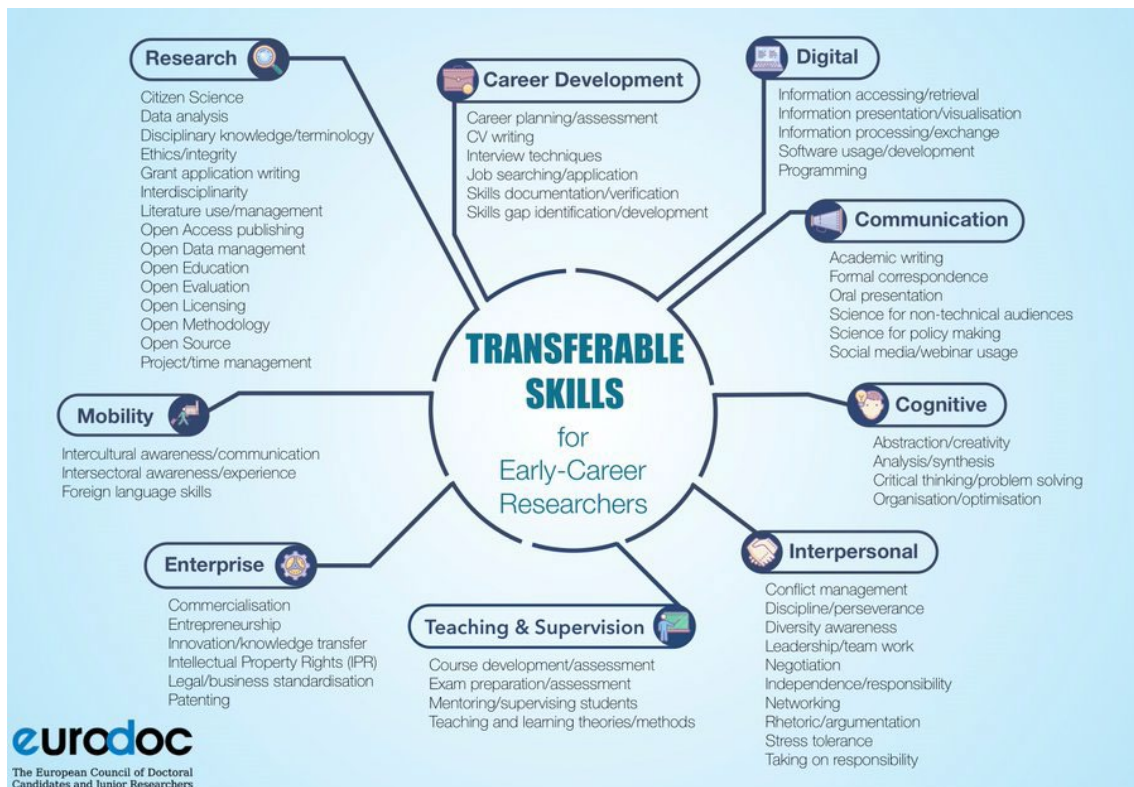
Figure 1-EURODOC description of transferable skills (SuperProfDoc 2017)

2.2. Identified themes for researcher career training

The themes addressed in the RUN-EU PLUS Researcher Career Development Framework Training Programme have been selected based on the information from our audit and GAP analysis of current human capital resource strategies and practice across the RUN-EU PLUS consortium (D4.1).

According to the GAP analysis (D4.1), some partner Universities have extensive training options for researchers whereas others provide no formal training for their researchers. The partner Universities reported a lack of methodology and supervision courses, and workshops on specific areas for researchers. A lack of advanced courses for researchers was also reported. The more detailed list of the themes of the researcher career path gaps are listed in Table 1.

Table 1- Gaps in researcher career paths across RUN European University as identified by RUN-EU researchers

Researcher Career Path gaps (RUN-EU PLUS D4.1.)
Attracting young talent
Science communication and IT support
Intellectual property training
Open Science awareness
Career services/career development/lifelong learning support
Increasing collaborations (with research support and other academics etc.)
Supervision training
Support for project management and innovation
Progression opportunities
Evaluation and reward system

The Attractive Researcher Career Paths workshop held on 9 June 2022 and the discussions during the day provided essential information about the training needs and wishes of RUN-EU researchers (Table 2). All together 53 researchers from different career stages participated in the workshop and the breakout room discussions.

In the workshop registration we asked that researchers tell with their own words what they wanted to achieve from the programme and to discuss about in the workshop. The original responses are listed in Table 2. The themes with the ticks were discussed in the workshop (some more in detail, some less) and the themes without will be covered in the future workshops.

Table 2- Researchers expectations concerning the content and discussion themes of the programme (information given in the workshop registration)

✓ Discussions on the topic, 'can you plan your career?' 'why it would be important to plan your career? ✓ As described in the agenda Expanding methodologies, transdisciplinarity, collaborative frameworks and taxonomies Researcher careers in social sciences using art based methodologies. Introduction of Database sources Tips how can a researcher find or get funding/grants for the research Overcoming challenges to dissemination and publishing ✓ I want to learn about different opportunities for young people in the research sector ✓ I would like to know which opportunities I have and which requirements there are to learn more about research topics of other RUN Institutions Opportunities, funding, publishing articles, teaching as a PhD student, what's next of PhD? PhD while working? ✓ Lines of research at RUN, possibilities for collaboration by topics of interest ✓ How can we have a connected network of researchers and their interests accessible to all that stimulate cooperation

✓ Self-assessment, gap analysis and smart goals Skills to relate ✓ Network Design Thinking in International Business ✓ Better understanding of what researchers require Nothing particular, just curious Pursuing a Doctorate and supervising students on research challenges and methods ✓ How to use my skills gained in interviews or how to secure a job relative to the field ✓ Overview of researcher career possibilities. ✓ what happens after we finish the masters? what are our options qualitative research methodology Branding empresarial ✓ Identify research career opportunities ✓ Career development and mobility across RUN-EU ✓ Career perspectives, Innovation, Collaboration ✓ Explain the various career paths available to postgraduates after graduation. What options are there for research assistants to further their careers

During the workshop, participants were divided into breakout rooms of smaller group size and all had one main question to be discussed in the morning session and one in the afternoon. The questions and summaries of the discussions are seen in the following table (Table 3).

Table 3- RUN-EU PLUS researcher training needs identified by RUN-EU researchers and discussed in the 'Attractive Researcher Career Paths' workshop (9 June 2022)

BREAKOUT ROOM MORNING TOPIC: 'WHAT IS THE BIGGEST CHALLENGE YOU FACE IN YOUR DAILY LIFE CONCERNING YOUR RESEARCH CAREER (STRUCTURAL)?'	BREAKOUT ROOM AFTERNOON TOPIC: 'WHAT IS THE MOST IMPORTANT COMPETENCE YOU NEED IN YOUR DAILY WORK AND WHAT YOU WANT TO IMPROVE'
Mentorship provided by experienced researchers (e.g., industry interactions)	**Research skills, digital skills** Data analysis (mathematical models etc.) Critical thinking
Rewards for research excellence	**Enterprise** Commercialisation Entrepreneurship Intellectual property rights (IPR) e.g., 'what I can write in my publication about, and what not?' Legal/ business standardisation
Support for career stability, travel opportunities	**Communication skills** Academic writing Grant writing Oral presentation/ pitching your research/ storytelling Science for non-academics Social media Language skills (not just English) Open science
Short-term contracts = sacrifice of career direction	**Teaching and supervision** Supervision in general Mentoring - mentoring programme Collaborative supervision
Time/task management and work/life balance (wellbeing) training	**Interpersonal** Time management Energy management Well-being Networking - How to find other supervisors for co-supervision? - Where to find information about the grants for master students in RUN-EU?
RUN-EU network offers huge opportunity for RUN-EU researchers	**Career development** Career planning, management, assessment Career path to become an entrepreneur & researcher

Findings from the Horizon 2020 DocEnhance project survey of doctorate holders (N= 2,217, responses from 9 European universities) tells that the main motivation to take doctorate degree lies on research interests and on personally rewarding aspects (Boman, Beeson, Barrioluengo, & Rusitoru, 2021). This same approach and motivation came out clearly also in the RUN-EU PLUS workshop discussions. It confirms that our researchers are very committed to do research, but likewise in the DocEnhance project survey (2021), our researchers expect that the RUN European University will be able to provide transferable skills trainings covering more than just research and academic skills. Also likewise in the survey, RUN-EU researchers wish that they are supported and encouraged to develop their skills through different routes – formal skills training, collaboration, and mobility during their researcher career. The common wish is that the RUN-EU University will be the kind of learning environment which encourages and provides possibilities for networking among researchers and for collaborations with non-academic partners. By these practices the University will enable individuals not just to work with interesting and high-quality practice-based research but also to develop their skills and increase employability prospects.

2.3. Existing researcher training themes in RUN-EU

According to the RUN-EU PLUS researcher career paths GAP analysis, various types of training activities promoting not only knowledge transfer from experts but also the exchange of knowledge and skills between participants are currently organised for career development purposes in some partner universities. Workshops and advanced courses for the technical aspects of the research and training in transferable skills (e.g., mentoring, presentation/communication skills, teaching, academic writing, engaging policy makers, grant-writing) are some examples from these practices. Training on research management and career planning is also offered which includes a skills audit, skills recognition, and articulation for cv writing and interviews. In addition, support for researchers to identify and develop their research skills is already in place. One such example is IPCA where events such as scientific talks (designated 2Ai Talks), scientific discussion forums (Journal Club) and small symposiums (Symposium of Applied Research, http://web.ipca.pt/symposium/2021/) take place. In these events, researchers are involved in ideation processes to scout, scan, and screen ideas for projects under development and for new projects. They also enhance collaboration between the researchers and the identification of skill gaps they must overcome. The outcomes of these events and the identification of skill and resource gaps are discussed with the research unit director, to figure out ways to get the means to overcome the identified gaps.

One partner university offers training for those interested in a PhD trajectory but training for other research positions is not readily available. Many partner universities are part of a university network/programme and through this collaboration training (both long-term and short, advanced courses) is offered to researchers. In some partner universities training consists mainly of short courses on different topics for the researchers (e.g., HAMK) whereas in others (e.g., TUS) there is an extensive postgraduate training programme available for researchers offering training on various topics (e.g., content related topics, research skills, research environment, research management and on various generic skills, such as communication skills and career management).

Table 4- Themes of existing courses for researchers in the RUN-EU Network

THE THEMES OF EXISTING COURSES FOR RESEARCHERS	PARTNER
Orientation to the doctoral studies and researcher career paths	NHL Stenden (only on PhD orientation) TUS
Career planning and management, researcher skills self-assessment	TUS
Research methodologies	TUS, SZE, FHV
Data Analysis	TUS, SZE, IPCA
Research integrity and ethics	TUS

IP management	TUS
Academic writing	TUS, SZE
Grant writing, Report writing	TUS, FHV
Open Science, publishing	TUS, SZE
Science Communication, intercultural communication	TUS
Teaching, supervision	HAMK, TUS
OTHER: Sustainable development course	HAMK

3. RUN-EU RESEARCHER CAREER DEVELOPMENT WORKSHOP PROGRAMMES 2022

So far, RUN-EU PLUS will deliver 5 workshops for RUN-EU researchers (Figure 2) in 2022. Two workshops will address Open Science topics under RUN-EU PLUS Work Package 5, and three focusing on the researcher career path and supervision under RUN-EU PLUS Work Package 4 (Figures 3, 4 and 5).

Figure 2- Researcher Career Development Training Programme 2022

The workshop 'Attractive Researcher Career Paths' implemented in June 2022, focused on:

- results of the RUN-EU PLUS self-audit and gap analysis of researcher career paths

- identification of researcher skills and competences, and

- educational needs of researchers.

This event provided the participants with information on European goals for researcher careers and how to strengthen research career opportunities in our RUN-EU universities. It also supported the participants abilities to identify their research skills and training needs.

Figure 3- 'Attractive Researcher Career Paths' workshop programme

ATTRACTIVE RESEARCHER CAREER PATHS
WORKSHOP 9 JUNE 2022
PROGRAMME
10:00 – 16:00 CET

10:00 – 10:10 Welcome and introductions, Dr. Mervi Friman (HAMK)

10:10 – 10:25 Introduction to RUN-EU and RUN-EU PLUS (presentation), Dr.

Siobhan Moane (TUS)

10:25 – 10:40 Researcher Career Framework (presentation), Dr. Patrick Murray (TUS)

10:40 – 10:55 Self-Audit & Gap Analysis of Researcher Career Development

Practices across RUN-EU (presentation), Dr. Virve Kallioniemi-Chambers (HAMK)

10:55 – 11:05 Guidelines for breakout sessions, Ms. Hanna Lindroos (HAMK)

11:10 – 12:15 Breakout Session 1: Discussion of Research Career Paths

12.15 - 13.00 Lunch break

13:00 – 13:30 Summaries of Breakout Session 1 and discussion on attractive

research career path structures (chaired session, Dr. Siobhan Moane)

13:30 – 14:00 Researcher skills and competencies (short presentations),

Dr. José Carlos Gomes (IPL), Dr. Pedro Morais (IPCA), Dr. Markus Preißinger (FHV),

Dr. Virve Kallioniemi-Chambers (HAMK), Dr. João L. Vilaça (IPCA)

14:00 – 15:10 Breakout Session 2: Discussion of future researcher skills

requirements and educational needs of researchers

15:10 – 15:35 Summaries of Breakout Session 2 and discussion on educational

needs of researchers (chaired session)

15:35 – 15:50 Feedback and next steps in the RUN-EU PLUS researcher training

programmeme

15:50 – 16:00 Closing message

Pre assignment: Prior to the workshop, registered received the RUN-EU self-audit report on the researcher career paths developed by RUN-EU PLUS project members and also the slide of early stage researchers' transferable skills made by EURODOC.

The second workshop - 'How to be a successful researcher' (6 September 2022) - will focus on:

- the publishing process and how to cope with its identified challenges, and
- the impact of collaboration in writing a research funding proposal.

This workshop will provide the participants with information on best practices in the development of an individual publishing strategy. It will also support them in building their RUN-EU researcher network with the aim to write articles and research proposals collaboratively in their research fields.

Figure 4- 'How to be a successful researcher' workshop programme

HOW TO BE A SUCCESSFUL RESEARCHER WORKSHOP 6. SEPTEMBER 2022 PROGRAMME 10.00 – 16:00 CET
10:00 – 10:15 Welcome and introductions, Dr. Siobhan Moane (TUS), Dr. Virve Kallioniemi-Chambers (HAMK) 10:15-10:45: Key challenges in publication (presentation) Dr. Katalin Czakó (SZE) 10:45-11:00 Break 11:00-11:05 Guidelines for breakout sessions, Ms. Hanna Lindroos (HAMK) 11:05 – 12:15 Breakout session 1: Key challenges and how to cope with them in the publication process (pre-assignment as the base for the discussions) 12.15-12.45 Summaries of Breakout Session 1 and discussion on strategical publishing (chaired session, Dr. Katalin Czakó) 12.45-13.30 Lunch break 13:30 – 14:15 Importance of networking and collaboration in applying research funding (presentation), Dr. Petra Szakonyi (SZE) 14:15 – 14:30 Break 14:30 – 15:15 Breakout session 2: Discussion on building cooperative research and project proposal writing 15:15 – 15:45 Summaries of Breakout Session 2 and discussion on research collaborations and proposal writing (chaired session by Dr. Petra Szakonyi) 15:45 – 16:00 Feedback and closing message Dr. Mervi Friman (HAMK)

The third workshop - 'Approaches to early-stage researcher supervision' (20 September 2022) - will focus on:

- the roles and tasks of supervisors and postgraduate student in the supervision process, and
- best practices in supervision.

This event will provide participants with information on the different roles during the supervision processes. Also, they will receive information on good supervision practices in various supervision environments.

Figure 5- 'Approaches to early-stage researcher supervision' workshop programme

APPROACHES TO EARLY-STAGE RESEARCHER SUPERVISION WORKSHOP 20. SEPTEMBER 2022 PROGRAMME 10:00 – 16:00 CET
10:00 – 10:10 Welcome and introductions, Dr. Mervi Friman (HAMK) 10:10 – 10:40 What is supervision? Dr. Telle Hailikari (HAMK) 10:40 -10:45 Guidelines for breakout sessions, Ms. Hanna Lindroos (HAMK) 10:45 – 11:45 Breakout Session 1: Discussion of different styles to be a supervisor 11:45 – 12:30 Lunch break

12:30 – 13:00 Summaries of the breakout room discussions (chaired session by Dr. Telle Hailikari)
13:00 – 13:30 Supervisor requirements (TUS, SZE)
13:30 – 13:45 Short break
13:45 – 13:55 Roles of supervisor and supervisee, Dr. Telle Hailikari (HAMK)
13:55 - 14:10 Some supervision experiences
14:10 – 15:10 Breakout Session 2: Discussion on the roles in individual and group supervision & good practices
15:10 -15:45 Summaries of identified good practices in supervision (chaired session by Dr. José Carlos Gomes and Dr. Sara Novais, IPL)
15:45 – 16.00 Feedback, next steps in the RUN-EU PLUS training programme and closing words, Dr. Virve Kallioniemi-Chambers (HAMK)

4. RESEARCHER CAREER DEVELOPMENT TRAINING PROGRAMME in 2022-2024

4.1. Programme model

RUN-EU PLUS project members recognise that researchers require training in multiple facets of research activity including critical thinking, disciplinary knowledge and concepts, research methods, research ethics, Intellectual Property Rights, data analysis methods etc. The basic researcher competences will also be addressed in the degree programmes (masters and PhD programmes) of RUN-EU PLUS. In addition to the basic research skills, training will be provided in transferable skills and for successful career planning and development. Based on the gathered information the model for the RUN-EU PLUS Researcher Career Development Framework has been identified which will be implemented fully in 2023-2024. The model is presented in Figure 6.

Figure 6- Researcher Career Development Training Programme model

Informed by:
1. **RUN-EU PLUS grant agreement**
2. **EU reports (incl. EURODOC)**
3. **RUN-EU PLUS audit and gap analysis**
4. **Researcher consultation (9 June registration questions & breakout sessions)**

RUN-EU PLUS
Researcher Career Development Training Framework Programme

Annual Programme

Theme 1
(Day 1)
Research

Theme 2
(Day 2)
Transferable skills

Theme 3
(Day 3)
Career Development

- Research methodologies
- Research integrity
- Research ethics
- Academic writing
- IP management
- Open Science
- Data Analysis

- Communication
- Practice-based thinking
- Intercultural awareness
- Wellbeing
- Time Management

- Project management
- Funding applications
- Report writing
- Mobility
- Career planning/evaluation
- Skills gap identification
- Teaching/supervision
- Enterprise

Researcher tools: Researcher career evaluation system & Cloud of knowledge portal

Existing researcher skills programmes across RUN-EU
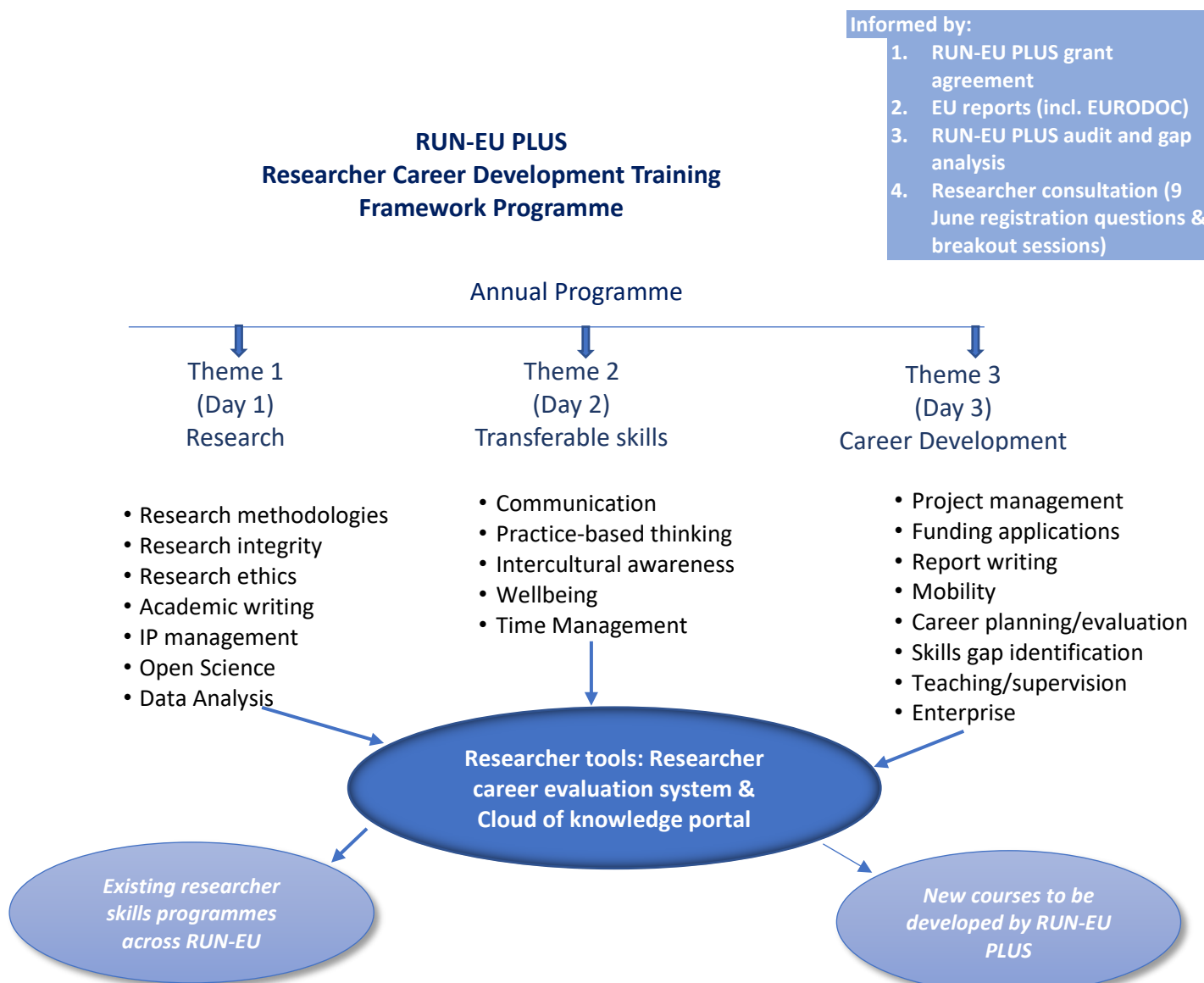
New courses to be developed by RUN-EU PLUS

Figure 6 presents the RUN-EU PLUS Researcher Career Development Training Programme which will be available to all RUN-EU researchers. This programme will be complimented by discipline specific training programmes undertaken by research students as part of their structured masters/doctoral programmes. This programme is available to all RUN-EU researchers (postgraduate students, research assistants, postdoctoral fellows as well as academic researchers) and is designed to allow participation at any stage during career development. Each edition of the programme will consist of 3 themes, namely Research Skills (Theme 1), Transferable Skills (Theme 2) and Career Development (Theme 3). The objective of these themes is to introduce the researcher to each topic thereby raising their awareness of the relevance of these skills to their researcher career. The RUN-EU PLUS Cloud of Knowledge Portal (D4.8) is designed to support researchers with their skills development and will be a repository for all training material and therefore a support tool to all researchers. By the RUN-EU PLUS cloud of knowledge portal researchers can access material from the delivered workshops, courses, research grants, mobility possibilities, and contact points in different research fields. RUN-EU PLUS will design, develop, and implement a Researcher Career Evaluation System (D4.6) which will support the researcher in identifying skill gaps and inform their design of a bespoke training plan to support their personal career goals. Once this plan has been developed, the researcher can enroll in more advanced (and accredited) modules, currently being offered across the RUN European University (as listed previously in Table 3) in addition to those being developed during the RUN-EU PLUS project.

In addition to supporting the career development of our researchers, this programme, complimentary to the RUN-EU PLUS Innovation Capacity Programme (MS11), plays a pivotal role in the foundation of the RUN-EU Research and Innovation Eco-system (RUN-EU PLUS WP6, D6.1). This eco-system will continuously consult with RUN-EU associated partners in regional business and industry to identify their needs for specialist knowledge, skills and talent in specific domain areas which are identified as being essential to the strategic development of their region.

Pedagogical practices and the discussion topics selected for the workshops and in other training events are aimed to encourage dialogue among participants. To this effect, potential workshop participants are asked to register using a registration link that leads to the MS Forms environment. In addition to contact information, the participants are asked to provide information about their expectations and wishes related to the workshop discussions and programme structure. They are asked to classify their research field according to the identified RUN-EU research clusters with the aim to ensure meaningful collaborative working during online breakout room discussions. The

given information (data) is managed and analysed in accordance with the RUN-EU PLUS Data Management Plan (and Data Protection Impact Assessment).

The first workshops in 2022 have been held online (MS Teams environment), but the possibilities to organise face-to-face and blended workshops in 2023 and 2024 will be mapped. Based on the feedback received on the three implemented workshops in June 2022, when possible, the length of the workshop may be divided to be spread over more than one day (e.g., 3 hours 2 or 3 times).

This Researcher Career Development Training Programme is designed to meet the needs of our researchers. The design and development of new workshops and other activities will be identified throughout the RUN-EU PLUS project in accordance with EU information and feedback from RUN-EU researchers. A researcher mentoring programme is currently in the planning stage.

This training programme will set solid foundations for planning and implementing the RUN-EU masters and doctoral programmes. For individual researchers it will also be a great support while they develop their Personal Career Development Plan.

4.2. Branding and dissemination

In the communication and dissemination practices of the training programme commitment is made to complying with the Communication and Outreach Strategy for the RUN-EU PLUS project of the Regional University Network – European University (RUN-EU) (D7.1).

The aim is to reach RUN-EU researchers in different researcher career stage and engage them in these training activities using several channels and communication events, including:

- RUN-EU project newsletter

- RUN-EU website (it will host the RUN-EU PLUS project)

- Social media

- Information on the partner university websites

- Mailing for target groups and stakeholders with key information of the training activities

- Scientific and professional papers and articles on the training topics written in collaboration by RUN-EU members following the separate scheduled plan for this (currently under planning stage).

To promote the workshops and other training activities of the programme banners will be created and circulated by the RUN-EU PLUS Work Package 7. The banners will be shared on the RUN-EU website, via social media channels and in emails (Attachment 1, the workshop banner as the example).

In addition to the workshop banner, the information of the event including the topic and the key themes of the training will be published. A link to the registration portal and the contact information is included in this information.

As an example, hereby the link to the webpage of the Workshop on Attractive Researcher Career Paths: https://run-eu.eu/2022/05/16/online-workshop-on-attractive-researcher-career-paths/ announcing the objectives and programme details as disseminated on the RUN-EU website (www.run-eu.eu).

The workshop recordings are available for all under RUN-EU YouTube channel and on the RUN-EU webpage in connection to the articles published after the implementation of the workshop. As an example behind the following link the article on the Attractive Researcher Career Paths workshop implementation can be found: https://run-eu.eu/2022/07/04/researcher-career-paths-workshop-begins-inspiring-discussions-on-research-careers-within-the-alliance/.

Workshops participants receive a Certificate of Attendance (Appendix 2) and presenters receive a Presenter Certificate to support their own career development.

4.3. Organisational responsibilities and programme development

The division of labour in planning and organising the annual training will be specified collaboratively and the practices are also evaluated in this context systematically. The responsibility for the final compilation, implementation and realisation of the workshops lies with the WP lead, HAMK, and co-lead, IPCA. The organisational tasks regarding all training events under WP4 provided are identified to be discussed in detail in autumn 2022 with the aim to have clear understanding of responsibilities among the partners in implementing the training programme in 2023. The topics to be discussed are the following:

- ✓ programme design, coordination of the workshops
- ✓ coordination of the open courses and other events provided by the partner universities
- ✓ identification of the presenters/ teachers; contacting them
- ✓ registration (content, link, dissemination)
- ✓ Data Protection Impact Assessment
- ✓ feedback survey (writing the summary and circulating)
- ✓ article for the newsletter/website
- ✓ certificates for the presenters and participants.

For each event of the training programme the responsible partner and contact persons will be nominated. The implementation of the workshops will be carried out collaboratively, i.e., at least two partners will plan and implement the training together.

Feedback provided by the training participants is a valuable resource for future training development work. In practice, in each workshop programme there is time dedicated to the provision of feedback by participants via questionnaire (MS Forms environment) on workshop content and delivery modes. Participants are invited to make suggestions for consideration for future workshops. The feedback form will also cover general questions on workshop implementation, adapted for each workshop as required. Participants are also encouraged to provide feedback orally before workshop close. The feedback form will be kept open one week after the workshop.

The gathered feedback is analysed and used in planning the future workshops. The summaries of the individual workshop feedback are shared among the members of the responsible work package. After the implementation of annual training programme, the summary of all feedback will be gathered, analysed and presented in one document. The findings will be shared with all RUN-EU PLUS work packages to inform future training planning under each RUN-EU PLUS work package.

Good practices in implementing this training programme will be developed during the lifetime of the RUN-EU PLUS Horizon 2020 project. This researcher training programme is not meant to serve the RUN-EU researchers only during the lifetime of the RUN-EU PLUS project, but instead the objective is to have the programme embedded long-term in RUN European University practices.

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Appendix 1. Attractive Researcher Career Paths workshop banner

Appendix 2. Participant workshop certificate