



KNOWLEDGE ECOSYSTEMS

DEFINING A EUROPEAN COMPETENCE FRAMEWORK FOR R&I TALENTS

September 2022

Objective

To improve research careers and promote attractiveness of the research professions by:

1. Updating the European Skills, Competences, Qualifications and Occupations (ESCO) classification;
2. Developing a European Competence Framework for Researchers that is linked to ESCO

Methodology

- Document analysis
- Desk research
- 2020 Euraxess database analysis
- Interviews with researchers, representatives of Higher Education umbrella organisations, associations of research organisations, representatives from Member States and business representatives
- Online survey among researchers and more than 50 stakeholder organisations at EU level
- Three online working group meetings with different stakeholders

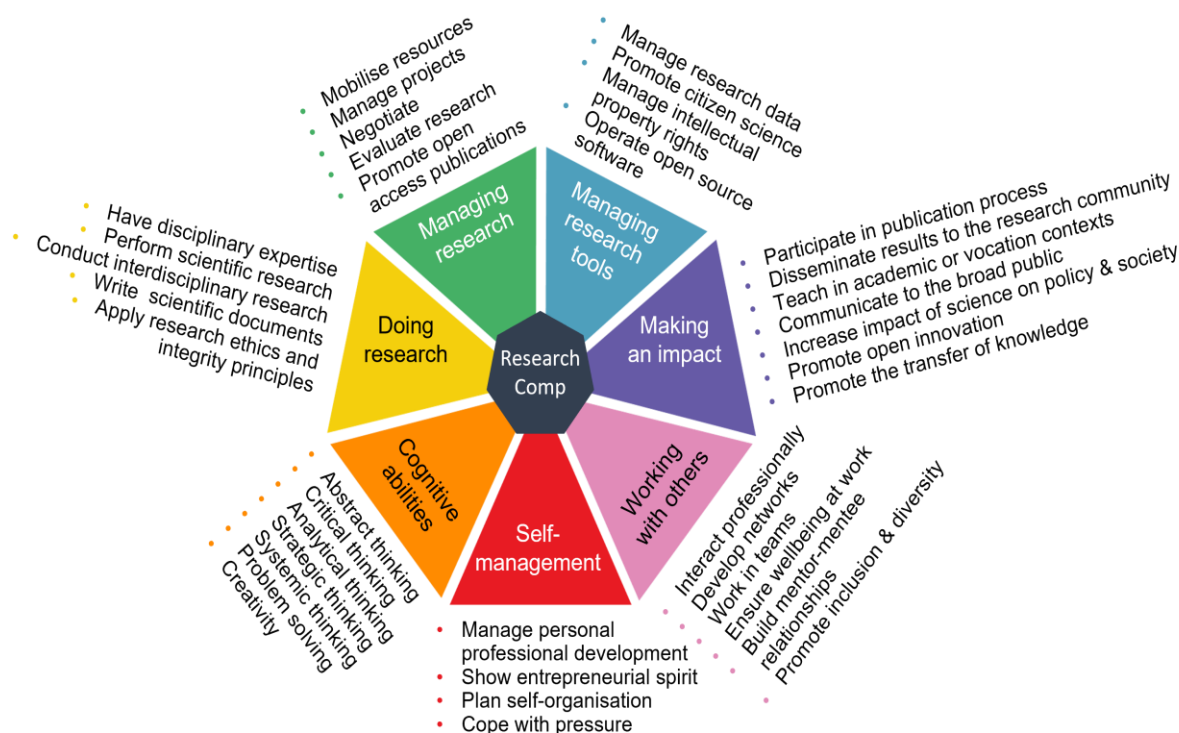
Aim of ESCO

- To achieve a better and more targeted monitoring of researchers' careers, mobility and working conditions in Europe,
- To support researchers' job mobility across Europe by offering a "common language" on occupations and skills.

Aim of 'ResearchComp', the European Competence Framework for Researchers

- To enable widespread recognition of the competences of researchers in various stages of their careers, both inside and outside academia,
- To become a reference for a broad spectrum of initiatives that aim to strengthen researchers' skills, careers, support intersectoral mobility and employability for researchers, and make research careers more attractive.

This Framework is an **inspirational** tool that can be used at both organisational and individual level. ResearchComp is made of 38 competences clustered in 7 competence areas.



There are four levels of proficiency for each of the 38 competences where researchers can position themselves and see what is required to progress to the next level:

- **Foundational:** developing expertise with guidance;
- **Intermediate:** building independence;
- **Advanced:** taking responsibility and guiding others;
- **Expert:** driving transformation, innovation and growth.

The study also developed recommendations on specific indicators to measure progress on the area of researchers' skills and training in the future monitoring initiatives:

- **Institutional level:** i.e. the extent to which researchers are being trained (training offer) and the types of training that are being offered, institutional support on skills & on career development;
- **Research occupations:** i.e. available and required skills and competences for researchers;
- **Individual level:** i.e. researchers having received training(s) on specific skills, researchers' perceptions on the importance of specific skills, intersectoral experiences.