

PRELIMINARY Areas for partnership: Opportunities in industry in Europe for researchers at risk

An important goal of the Inspireurope project is to increase employment and career development opportunities within industries across Europe for researchers at risk. Inspireurope partners have begun presenting and meeting with industry representatives to make them aware of the presence of a diverse talent pool of researchers with whom our respective partner organisations work and who are actively seeking opportunities in Europe. Below is a preliminary outline of the opportunities for partnership that we are discussing with companies, enterprise networks and industry representatives in Europe. This list will be revised and expanded as our discussions develop, and in light of the findings of Inspireurope questionnaires as well as our continuing consultations with other EU-funded projects.

1. Diversity and Inclusion partnerships

A large number of private companies have developed diversity and inclusion programmes in line with their organisational mission and to maintain talent pipelines and market competitiveness. Inspireurope is seeking diversity and inclusion partnership arrangements with organisations interested in employing and supporting the career development of researchers at risk.

2. Skills training (transferable, upskilling and retraining)

Researchers transitioning from a career in academia will benefit from training on transferring their own experience and skills from academia to private business and industry sectors in the EU. Some may require upskilling in particular areas, while others may need retraining on similar or completely new job markets. Inspireurope partners are interested in developing joint activities with private sector companies in these areas, either through short online information sessions and/or dedicated online workshops with researchers at risk.

3. Mentoring schemes

Inspireurope partners are interested in developing mentoring schemes for researchers at risk, together with private sector partners, to include both pre- and post-placement/employment mentoring. Pre-employment mentoring could be linked to the skills training detailed above and involve the provision of dedicated support on country specific workplace customs and structures, CV preparation, motivational letters, and interview preparation. Post-employment mentoring could include tailored career and professional development.

4. Speaker invitations

Inspireurope partners would welcome opportunities to present on our work at online events/meetings across Europe organised by enterprise networks and companies. In addition, Inspireurope has been extending invitations to industry representatives to speak during [Inspireurope webinars](#) with a target audience of researchers at risk and their employers/host institutions. The project seeks more representatives from industry to participate as expert speakers in webinars in autumn 2019 which will focus on intersectoral mobility and welcoming highly skilled researchers to private companies.

5. Dedicated placements/ job schemes

Inspireurope partners are interested in developing placement or job schemes in industry for researchers at risk. To date, Inspireurope has held discussions with representatives from [Jobbsprånget](#) and [AFRY](#); private sector initiatives in Sweden focused on recruiting highly skilled migrants and refugees into areas that face labour shortages. Inspireurope is interested in exploring opportunities with private sector companies with openings for highly skilled and professional staff from diverse backgrounds.



Attendees:

Sinead O’Gorman, SAR Europe

Orla Duke, SAR Europe

Barbara Sheldon, Alexander von Humboldt Foundation

Frank Albrecht, Alexander von Humboldt Foundation

Hélène Jarry, PAUSE

Sarina Rosenthal, SAR

Ewing Amadi Salumu, UAF

Time:

Topic:

- 15:00– 15:05 Update from SAR Europe on initial outreach to industry (*5 mins*)
- 15:05– 15:25 Experiences of partner orgs with non-academic placements/outreach/ other engagement (*20 mins*)
- AvH
 - PAUSE
 - UAF
 - SAR
- 15:25 – 15:55 Discussion on the possible requests to industry/other non-academic sector (*30 mins*) to include:
- Skills training
 - Mentoring
 - Participation in Inspireurope webinars
 - Placements/jobs
 - Diversity & inclusion partnerships
 - Other ideas and suggestions
- 15:55 – 16:00 Agreement on next steps (*5 mins*)





- Update – Stephen Carley, Dept. of Enterprise, Business & Innovation
- Update – Garrett Murray, Enterprise Ireland
- Brussels Update – Grainne Ryan, Enterprise Ireland
- ‘Inspireurope’ Horizon 2020 project and links with the private sector – Orla Duke, Maynooth University
- B2Match Event and Networking Software for information.
- Covid-19
- Model Grant Agreement changes regarding claims and rates under Horizon Europe ➤ AOB



An Roinn Post, Fiontar agus Nuálaíochta
Department of Jobs, Enterprise and Innovation



Horizon 2020 national support network led by Enterprise Ireland





Supporting Researchers at Risk

Meeting with AFRY Sweden re. Inspireurope

Agenda

5 May 2020, 13:00 to 14:00 CET

Attendees:

Ms. Sofia Klingberg, Diversity and Inclusion Manager, AFRY

Ms. Karolina Catoni, International administrative officer, University of Gothenburg

Ms. Marit Egner, Senior Advisor, Research Support Office, University of Oslo

Time:

Topic:

- | | |
|---------------|--|
| 13:00– 13:20 | Background on Inspireurope & plans for outreach to industry
(20 mins) |
| 13:20– 13:40 | Overview of AFRY Sweden and the immigrant engineer's initiative
within the Diversity and Inclusion programme (20 mins) |
| 13:40 – 13:50 | Discussion on content for the May 26 th webinar on 'Funding
researchers at risk to join host organisations' and future engagement
with the Inspireurope project (10 mins) |
| 13:50 – 14:00 | Summary of action points and next steps (10 mins) |



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 857742.



Supporting Researchers at Risk

Meeting with DG GROW on Inspireurope

Agenda

14 May 2020, 11:00 to 12:00 CET

Attendees:

Mr. Patrick Klein, Social Economy Team Leader, DG GROW

Ms. Sinead O’Gorman, Director, SAR Europe

Ms. Orla Duke, Programme Manager, SAR Europe

Time:	Topic:
11:00– 11:10	Background on Inspireurope and plans for outreach to industry (<i>10 mins</i>)
11:10– 11:20	Overview of DG GROW & EU-funded initiatives for skilled migrants and refugees (<i>10 mins</i>)
11:20 – 11:40	Discussion of opportunities for researchers at risk within industry in Europe (<i>20 mins</i>)
11:40- 11:50	Preparation for Inspireurope 2020 Stakeholder Forum, ‘Expanding opportunities for researchers at risk’, featuring Ms Ulla Engelmann, Head of Unit, DG GROW (<i>10 mins</i>)
11:50 – 12:00	Summary of action points and next steps (<i>10 mins</i>)



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**Meeting: Google (Diversity & Inclusion programme) & Inspireurope
Agenda
17 April 2020, 11:00 to 12:00 GMT**

Attendees:

Fiona McArdle, Europe, Middle East and Africa (EMEA) region, Talent Outreach & Programs, Google
Orla Duke, Programme Manager, SAR Europe

Time:	Topic:
11:00– 11:10	Background on Inspireurope & plans for outreach to industry; Orla Duke, Programme Manager (<i>10 mins</i>)
11:10– 11:20	Overview of Google’s Diversity and Inclusion programme and methods of engagement with various groups (<i>10 mins</i>)
11:20 – 11:40	Discussion of areas for joint activities in support of researchers at risk (<i>20 mins</i>)
11:50 – 12:00	Summary of action points and next steps (<i>10 mins</i>)





Overview of the Inspireurope project and engagement with non academic sector

Presentation by Orla Duke, Programme Manager, Scholars at Risk (SAR)
Europe at Maynooth University, Ireland

Enterprise Ireland Horizon2020 NSW meeting, May 20th 2020

Inspireurope Overview

- Initiative to **Support, Promote and Integrate Researchers at Risk in Europe**
- Funded under MSCA for 3 years; September 2019 – August 2022
- 10 project partners, 6 associate partners coordinated by SAR Europe at MU:



UNIVERSITY OF
GOTHENBURG

SCHOLZ



UAF
kennis van betekenis



UiO : University of Oslo



Alexander von Humboldt
Stiftung/Foundation



JAGIELLONIAN UNIVERSITY
IN KRAKÓW



PAUSE
Programme national
d'Accueil en Urgence
des Scientifiques en Exil



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Definitions

Researcher: *“a person active in research, including at a training level, of at least post-graduate or equivalent level”, and includes “all stages of researchers’ careers- be they doctoral candidates or highly experienced researchers”.* (MSCA definition)

At Risk: *“researchers who are at risk in their countries of origin (due to discrimination, persecution, suffering and/or violence), or are seeking refuge out of these reasons or have recently found refuge in Europe”.*
(in line with definition in MSCA work programme)



Challenges facing researchers at risk

REPORTED ATTACKS ON HIGHER EDUCATION		
SEPTEMBER 1, 2018 - AUGUST 31, 2019		
	<u>Killings, Violence, Disappearances</u>	<u>97</u>
	<u>Imprisonment</u>	<u>87</u>
	<u>Prosecution</u>	<u>70</u>
	<u>Loss of Position</u>	<u>22</u>
	<u>Travel Restrictions</u>	<u>11</u>
	<u>Other</u>	<u>37</u>
	TOTAL	324

SAR's 2019 ['Free to Think'](#) report outlines the following:

- **324 reported attacks in 56 countries**, (Sept '18-Aug '19)
- **97 incidents of violent attacks** on higher education communities in 40 countries
- **87 incidents of wrongful imprisonment** & 70 incidents of wrongful prosecution

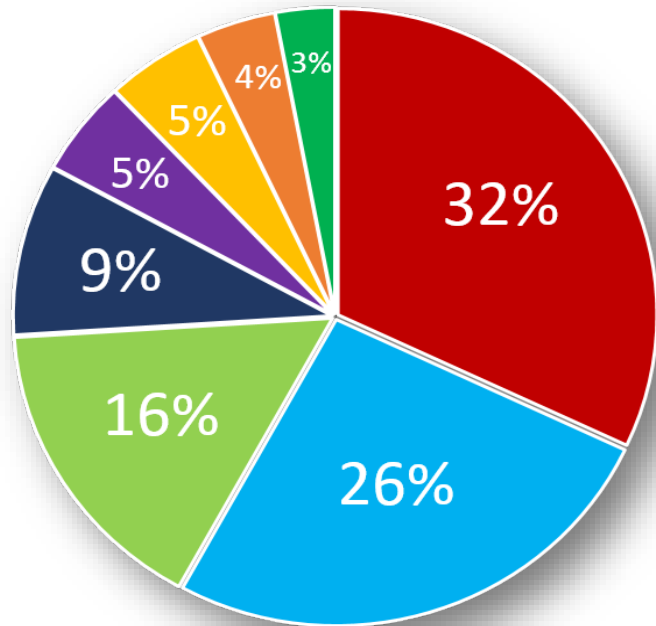
Current challenges posed by the COVID-19 pandemic:

- Some countries using crisis to crackdown on activists
- Many European countries have suspended asylum procedures
- Additional support needed for hosted scholars



Protecting researchers at risk

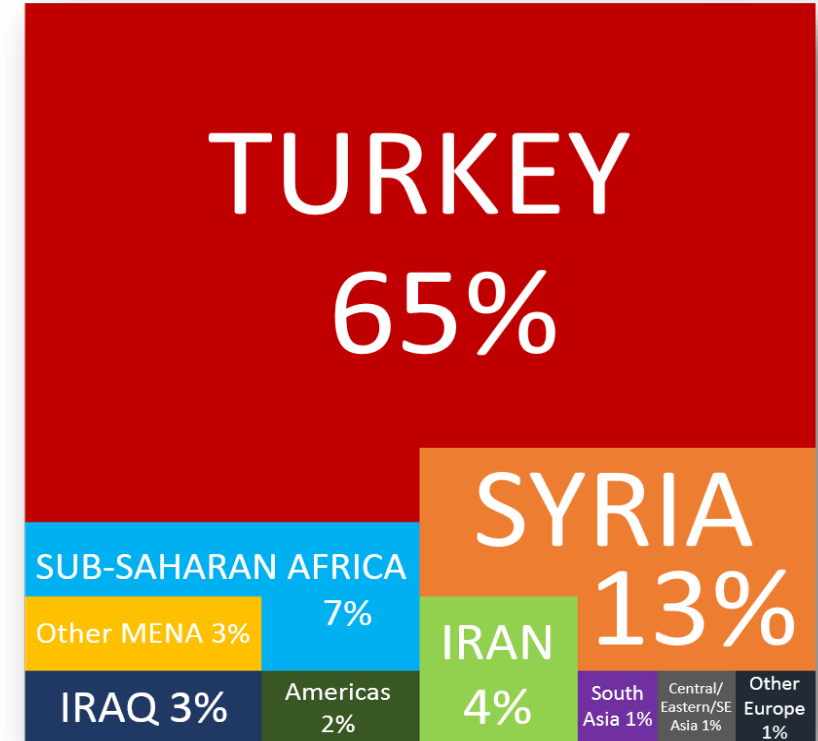
In the 2018-2019 academic year, SAR received 581 applications for assistance



Scholar Disciplines

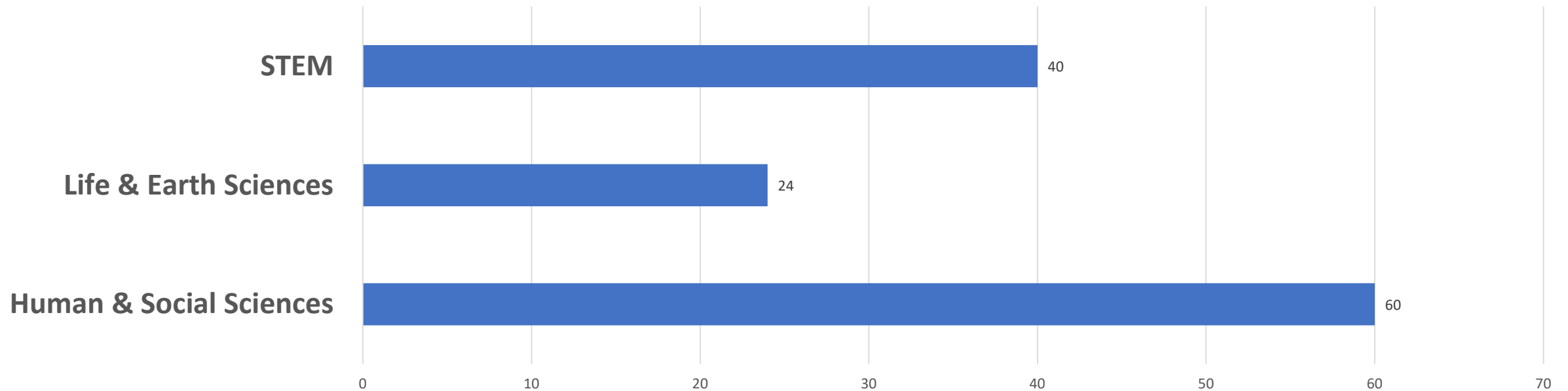
■ Social Sciences	32%
■ Physical & Life Sciences	26%
■ Arts & Humanities	16%
■ Business & Finance	9%
■ Law & Human Rights	5%
■ Medicine & Public Health	5%
■ Journalism & Writing	4%
■ Mathematics & Info. Science	3%

Scholar Countries of Origin



Protecting researchers at risk

Overview of 124 researchers at risk currently registered with French & German partner organisations



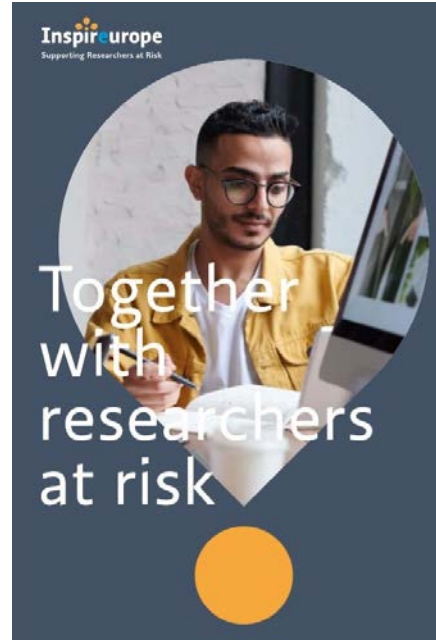
Develop a long-term sustainable cross-sectoral European support structure

Improve career development opportunities for researchers at risk

Contribute to informed policymaking across Europe to strengthen support

Prepares the work environment in academic and non-academic sectors

Bridge the gaps between national and European support mechanisms



Grow the network of actors supporting researchers at risk with an emphasis on CESEE



Engagement with the non academic sector

- More threatened researchers & scholars than placements in higher education institutions
- Untapped resource for R&D sector, research partnerships with private companies
- Seeking potential partnerships/ linkages to explore the following:
 - Training on skills required for working in non-academic sector
 - Advice and/or mentoring support
 - Placements/ secondments
 - Speak at Inspireurope events; webinars, trainings



Invitation to the 2020 Inspireurope Stakeholder Forum!

- Morning plenary & afternoon workshops for host orgs & researchers
- View programme & register:
<https://www.maynoothuniversity.ie/sar-europe/events/inspireurope-2020-virtual-stakeholder-forum>

**INSPIREUROPE VIRTUAL
STAKEHOLDER FORUM**

MONDAY JUNE 8, 2020

9:30 – 17:30 CET

Registration is free and open to all

We kindly invite you to attend the 2020 Inspireurope Virtual Stakeholder Forum. Inspireurope is an EU-funded initiative to support, promote and integrate researchers at risk in Europe.

It is planned that the Forum will be opened by **Frédérique Vidal, French Minister of Higher Education, Research and Innovation**, and aims to facilitate exchange between key actors in research and innovation in Europe, including individual researchers, higher education networks, research funding agencies, EU and other policy makers in Europe.

Speakers and participants will together explore today's challenges and opportunities in Europe for researchers at risk, including the implications of the global health pandemic on the lives and work of researchers at risk.

Programme and registration available [here](#).

Thank you!

Contact details:

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