

**WORKING DOCUMENT**

**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.

