Mutual learning exercise (MLE) on national practices in widening participation and strengthening synergies
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Attracting qualified R&D staff in the public and private sectors
(Topic 1 Widening)

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The topic

National initiatives aimed at fostering brain circulation, in particular by attracting foreign-based qualified R&D workforce in national public and private sectors

Addressing the problem of lack of human resources to participate in FP.

Focus on both intra-EU and extra-EU mobility

Target group:
1. Researchers in the public sector (academia, PROs)
2. Researchers in the private sector (SMEs in particular)

Two dimensions

1. Mobility schemes for researchers in public sector
   - Incentive schemes:
     - Incoming attraction schemes
     - Outgoing schemes
     - Return schemes
   - Portability of research grants
   - Flexible mobility schemes ('shuttle' or 'circular')

2. Mobility schemes for researchers in private sector
   - Dedicated company-oriented schemes
   - Migration policies for skilled migrants

Landscape Public sector

Mobility schemes for researchers in the public sector

1. **Long-term incoming and/or outgoing and/or returnee schemes**
   - Different target groups, cost coverage, intervention mode
   - More focus on incoming and returning in widening countries
   - Popular scheme: « star-scientist » bold scheme

2. **Short-term incoming and/or outgoing and/or returnee schemes**
   - Typically funding travel costs (less often salaries)

3. **Portability of grants: seldom possible**

4. **Virtual mobility**
   - 'diaspora' networks
   - international cooperation networks

Lessons Public sector (1)

Mobility schemes for researchers in the public sector

1. Fostering mobility = improving research system as a whole
   - Flanders: (1) attractive careers and work; (2) attractive knowledge and innovation infrastructure; (3) attractive living environment; (4) smooth immigration policy.
   - Turkey: suitable environment and conditions; improving cooperation among universities, industry, public sector and research centres

2. Salary levels act as important magnet/deterrent

3. Acting on conditions
   - Include foreign experiences in researcher career
   - Improve information on mobility opportunities
   - Address language barriers
   - Transparent recruitment procedures
   - Recognition of qualifications

Lessons Public sector (2)

Mobility schemes for researchers in the public sector

1. Lessons from Austrian schemes
   - Increase in duration and amount of grant is needed to raise impact
   - Outgoing researchers acting as « bridge heads » to home country
   - Attracting start scientists: the value of permanent positions

2. Lessons from German scheme
   - Flexibility in use of funds by 'start scientist' is a key feature
   - Promotion of dual carrers

3. Generic lessons
   - Develop tailored information for mobile researchers
   - Volume and continuity of grants are key
   - Consider virtual and short-term mobility support

Landscape Private sector

Mobility schemes for researchers in the private sector

1. Mobility schemes open to companies
   - Sometimes of a soft nature (mentoring)

2. Tax reliefs for incoming talent

3. Migration policies targeting high-skilled
   - Point-based systems

4. Changes in migration regulations

Lessons Private sector

Mobility schemes for researchers in the private sector

1. Profession-related motives are dominant for mobility
   - Personal research agendas, career progression goals, career opportunities at a new location, salary and other financial incentives
2. Importance of incentive schemes visibility
3. Positive evaluation of Irish tax relief
4. Migration policies
   - Point-based system is more effective
   - Lack of assessment

Questions for discussion

1. How can an effective policy mix of support measures for the mobility of researchers be designed that ensures a good balance between: (a) incentives for incoming, outgoing and 'return' mobility; (b) young and new researchers; (b) long-term and short-term mobility; (b) physical and virtual mobility?

2. What are the effective 'soft' measures that could support mobility (e.g. information provision and access, dual career support, accreditation schemes, etc.)?

3. What are the possibilities for existing public-sector oriented mobility schemes to be extended towards the private sector?