



How to attract qualified R&D staff in both the public and private sectors

Çağrı YILDIRIM
Scientific Programmes Assistant Expert
TÜBİTAK

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Vision

“Turkey; a country with high competitiveness regarding the STI HR; which becomes an attraction centre globally»

- Increasing the number and improve the sectoral and occupational distribution of the R&D personnel
- developing a research culture, and the skills and experience of researchers
- increasing the mobility of researchers; developing the employment capacity of R&D personnel
- improving the living and working environment of researchers has been the main objective of the National S&T Human Resources Strategy and Action

Preparation Process (2008-2010)

- 500 participants
- 12 Workshops
- Ad-hoc committees national & international, private sector

Improve the R&D climate for researchers based on practical, regulatory measures

Attracting Qualified Human Resources Program

Increasing knowledge based competitiveness at global level
Turkey an attractive country for national and international highly qualified
human power

- ▶ Increasing the number of qualified human power, especially Turkish nationals living abroad, moving to Turkey
- ▶ Increasing the number of foreign researchers working under contract at educational and research institutions



Performance indicators

- Ratio of Turkish nationals living abroad and foreigners visiting Turkey for research, education, internship and work purposes in total incoming visitors
- Number of foreign researchers working in TÜBİTAK supported projects
- Number of Turkish nationals living abroad who visit Turkey with support of TÜBİTAK programs
- Number of research centers established abroad about Turkey
- Number of foreigners who work at educational and research institutions
- Number of foreigners and Turkish nationals living abroad who benefit from internship, mobility and exchange programs



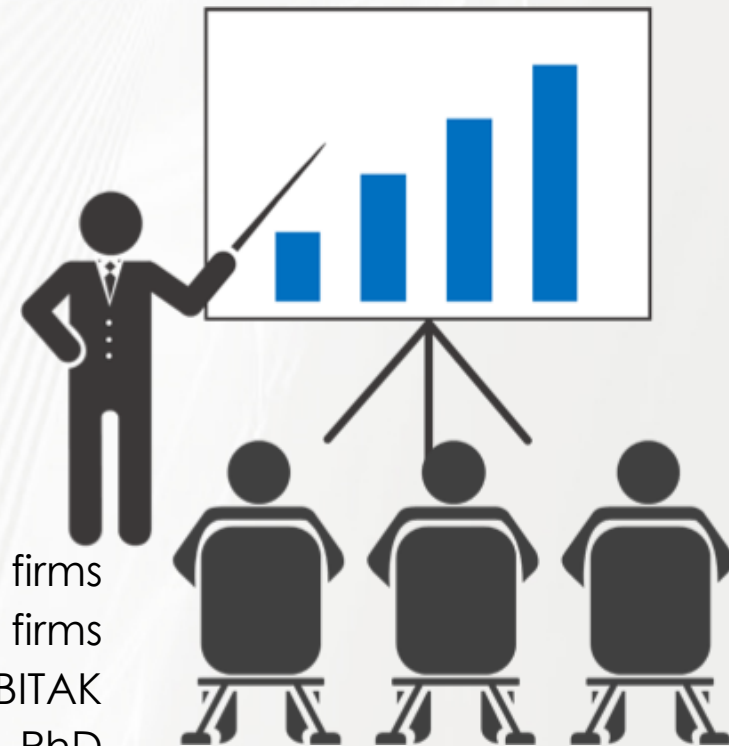
The decree on “Development of Mechanisms Aimed at Increasing the Quality and Quantity of Doctorate Holders”, 28th SCST Meeting, 2015

- Developing a new support scheme for universities with PhD Programmes dedicated to the priority areas of the NSTIS

- Developing a quality-based support scheme devoted to the thesis supervisors in PhD Programmes

- Carrying out trend and need-oriented analyses intended for human resources with PhD degree

- Providing exclusive financial assistance to the firms operated in TDZs, business affiliated R&D centers and firms accomplished R&D projects successfully through TUBITAK supports schemes; which employ researchers with PhD degree



TÜBİTAK Scholarship Programmes

- native or international students at undergraduate and graduate levels
- trigger the effective participation of young people in higher education
- have young people involved more in research activities

● National Scholarship Programme for PhD Students

- ▶ Scholarship programme for students pursuing a PhD in Turkey)

● International PhD Fellowship Programme

- ▶ Graduate students who are pursuing their PhD studies at research centres or universities abroad



● International Research Fellowship Programme

- ▶ PhD students in Turkey are supported to perform research abroad that cannot be performed within the infrastructure in Turkey

PhD and Post-Doctoral Scholarship Programmes



- National Summer School Support Programme for Turkish Master and PhD Students
 - ▶ Adopt the current advances in STI and to teach the currently utilized techniques in the fields of Natural Sciences, Medical Sciences, Engineering and Technological Sciences and Social Sciences and Humanities
- Graduate Scholarship Programme for The Least Developed Countries ([Presidency for Turks Abroad and Relative Communities](#))
 - ▶ Master and doctorate scholarships in science and education fields for citizens of LDCs with a duration of 10 years
- National Postdoctoral Research Scholarship Programme
 - ▶ Native Scientists who perform research in Natural Sciences, Medical Sciences, Social Sciences and Humanities and Engineering and Technological Sciences in Turkey are supported

Support Program For Industry Oriented B.Sc. Thesis

- Fellowship program to provide the B.Sc students to collaborate with industry in their thesis studies
 - Solve an R&D challenge of an industrial organization
- 4.000 TRY/Project | 1.000 TRY/Consultant



«Destination Turkey» Events

2010-2016
22 Events

USA, Canada and Europe
2.435 participants

2016: MIT, Yale, TASSA, Nature Jobs



- Marie-Curie
- ERC
- National Programmes
- Bilateral Cooperation



Increasing
TARAL's visibility



801

460 researchers via national fellowships

340 researchers via MSCA

1 researcher via ERC
returned to Turkey

MSCA-COFUND TUBITAK's Proposal



COFUND: FP7 Project and H2020 Proposal

Funded in FP7

Submitted to H2020



Experienced and Very Experienced Researchers' integration to TARAL/ERA

Aim

Experienced Researchers' integration to TARAL/ERA
Continuation project with better experience



5 Years
11 M € Budget
40% EC
60% TUBITAK

Budget/Duration

5 Years
14 M € Budget
44% EC
56% TUBITAK



92 Researchers
4.600 € per Month
20-24 Months

Support

100 Researchers
5.850 € per Month
24 Months



Strengthening of Co-circulation for Europe

Strength

Strengthening of Co-circulation for Europe

Industry Panel*
Refugee Panel*
Disability allowance
Secondments
Suspension budget

* Without detrimentation to excellence: Extended Mobility rule for Refugees (at least 3 years in last 5 years), Industry Panel: overcome disadvantaged position with regards to universities. Industry compete with industry.