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 careers

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