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

 Çağrı YILDIRIM
Scientific Programmes Assistant Expert
TÜBİTAK

06 February 2018

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 Plan

Preparation Process (2008-2010)

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

Improve the R&D climate for researchers based on practical, regulatory measures.
10th Development Plan 2014-2018

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
Increasing the Quality and Quantity of PhD Holders

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
PhD and Post-Doctoral Scholarship Programmes

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

Increasing TARAL’s visibility

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

801 researchers via national fellowships
460 researchers via MSCA
340 researchers via ERC
1 researcher via ERC returned to Turkey
**MSCA-COFUND TUBITAK’s Proposal**

**COFUND: FP7 Project and H2020 Proposal**

<table>
<thead>
<tr>
<th>Aim</th>
<th>Budget/Duration</th>
<th>Support</th>
<th>Strength</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced and Very Experienced Researchers’ integration to TARAL/ERA</td>
<td>5 Years 11 M € Budget 40% EC 60% TUBITAK</td>
<td>92 Researchers 4.600 € per Month 20-24 Months</td>
<td>Strengthening of Co-circulation for Europe</td>
</tr>
<tr>
<td><strong>Submitted to H2020</strong></td>
<td>5 Years 14 M € Budget 44% EC 56% TUBITAK</td>
<td>100 Researchers 5.850 € per Month 24 Months</td>
<td><strong>Strength</strong></td>
</tr>
<tr>
<td><strong>Funded in FP7</strong></td>
<td><strong>Strength</strong></td>
<td><strong>Strength</strong></td>
<td><strong>Strength</strong></td>
</tr>
<tr>
<td>Experienced Researchers’ integration to TARAL/ERA Continuation project with better experience</td>
<td><strong>Strength</strong></td>
<td><strong>Strength</strong></td>
<td><strong>Strength</strong></td>
</tr>
</tbody>
</table>

* Without detriment 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.