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Re-UNITA project

Research for UNITA

Deliverable n°3.4
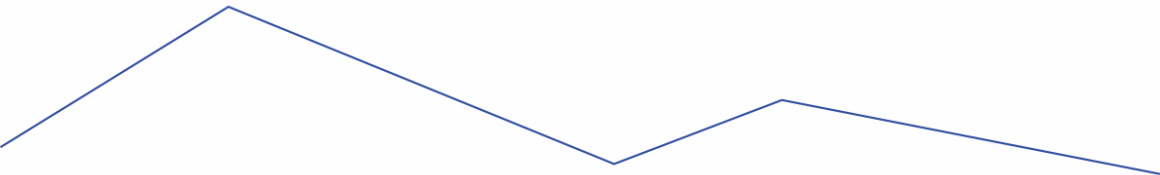# Alliance transversal skills programme

Design of a common training programme for the development of transversal skills

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* PU = Public; PP = Restricted to other programme participants (including the Commission Services); RE = Restricted to a group specified by the consortium (including the Commission Services); CO = Confidential, only for members of the consortium (including the Agency Services)

Abstract

This document summarizes both efforts and results of the Task 3.2 within the Re-UniTA project, aiming to design a comprehensive training program for developing transversal skills among early-stage researchers (ESRs) across the UNITA Alliance.

Launched in 2021 under the European Commission's H2020 program, Re-UniTA fosters innovative and collaborative research among six founding universities: Universidade da Beira Interior (UBI, Portugal), University of Torino (UNITO, Italy), Universidad Zaragoza (UNIZAR, Spain), Université Savoie Mont Blanc (USMB, France), Universitatea de Vest din Timișoara (UVT, Romania), and Université de Pau et des Pays de l'Adour (UPPA, France).

This first chapter reports the work done within the Task 3.2, including the rational underlying the activities performed.

The second chapter presents selected information about each partner and includes links to external resources.

The third chapter draft an ideal common training programme based on the experiences and trainings available in the Alliance.

While the work done within the Task 3.2 will be useful for each Re-UNITA partner and the UNITA Alliance as a whole, in order to improve the skills of their ESRs, this deliverable will be useful also to other higher education institutions and network of universities that are looking for resources while creating or widening their training offers on transversal skills for ESRs, as it offers many information and possible suggestions (definitions, topics of training, examples of training delivered).

Summary

1. Introduction

This document summarizes both efforts and results of Task 3.2 within the Re-UniTA project, aiming to design a comprehensive training program for developing transversal skills among early-stage researchers (ESRs) across the UNITA Alliance.

This first chapter reports the work done within the task 3.2, including the rational underlying the activities performed.

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1.1. Activities report towards the common training programme

The main objective of the Task 3.2 of the project is to draft an ideal common training programme that could help the communities of allied universities to improve the development of transversal skills, especially for early-stage researchers.

Nowadays most European universities offer some kind of complementary research training particularly at PhD level, a necessity born from an increasingly complex, competitive research environment and labour market, and early recognized by the European Commission (see the Principle for Innovative Doctoral Training of the EC, 2011).

Therefore, our goal was not starting from scratch, by developing and creating a set of new courses in the Alliance, but to analyse the state of the art in the UNITA network in order to be able to derive an ideal common transversal training programme from the analysis.

The early work done to fetch up to this document was useful by itself, as it permitted to the partners to share information and knowledge and reflect on communalities and differences.

To establish a common ground, as a first step, it was very useful to establish, together with all the active members of the Task 3.2, a definition of complementary research training and the different set of skills it entails.

We considered the following definitions:

- **Complementary research training**: training on technical and professional skills necessary to do research useful to gather during the doctoral training and beyond, in order to increase the employability in multiple work sectors. They include: transferable skills, transversal skills and soft skills.

- **Transferable skills** are skills learned in one context that are useful for another. They enable research-related skills to be applied and developed effectively in different work environments (such as communication skills, and project management skills).

- **Transversal skills** are skills that are useful and applicable in all research areas (such as those related to open science, public engagement, and research integrity).

- **Soft skills** are a set of transversal and transferable skills related to the personal area (such as teamwork, leadership, and stress management).

Some training and skills belong to more than one definition and the lines between them may be blurred.

UNITO, as leader of the Task 3.2, after this preliminary work proposed to the partners to collect and share information, documents and best practises through two different surveys. The collected data would have provided a picture of the transversal skills training within the partnership as a basis for the design of a common training programme.

This first phase of work ended with the creation of a list including 'key persons and offices' for each partner institution. All participants in the Task 3.2 were asked to identify within their institution people and offices directly related to training activities, in particular the training of doctoral candidates and researchers, and the development of complementary research training as well.

The two surveys were submitted to these key informants.

1.2 First survey

The UniTo staff active in Task 3.2, guided by the PhD office, including their knowledge and competence in complementary research training (based on previous European projects such as the T4C H2020-COFUND project, G.A. nr. 754511, and the H2020-SWAFS ISPAS project, G.A. 101006544) created an initial survey aimed at collecting general information regarding each

institution (number of PhD Programme(s), of PhD Candidates, etc) and complementary research training for researchers, in particular of early-stage researchers.

This first questionnaire was sent to all representatives of the UNITA partners involved in Task 3.2 and also to the key informants of each institution identified on this topic.

With the aim of collecting as much information as possible, the questionnaire could be completed by one or more persons from the same institution.

The survey was created via Google Forms with the possibility of guest access via links, in compliance with the (DMP) Data Management Plan of the project.

More than a month was given to fill out the survey (from 16 December 2023 to 27 January 2024). Six survey replies were received, one from each partner university.

After analysing and schematising the responses, a presentation of the results was planned with all the members of task 3.2, including the key people who had been indicated and had participated in the survey. For this purpose the members of Task 3.2 met online on March 28th 2023.

This restitution was useful to show some interesting evidence from the analysis, but also to allow clarification, confirmation or refutation of data anomalies that emerged within the working group.

1.3 Second survey

After collecting general information on the complementary training of researchers in the different UNITA partner institutions, a second survey was created with the aim of collecting data, resources and good practices on the complementary training provided by each allied institution.

Information was collected about the tools made available by each institution, such as e-learning platforms, intranet pages and institutional website.

This survey was also submitted to the same pool of identified people for the first survey. Data was again collected using Google Forms.

The form gave respondents the possibility of uploading files, so that document and resources such as agendas and course programmes, satisfaction questionnaires (referring to complementary research training courses) and lists of active training courses in the various universities could be collected.

All six partners responded to the survey.

After a first analysis, a meeting was set on October 17th 2023 to share first insight and collect feedback. A first discussion about training courses available and digital tools available took place.

In the following months further analysis of the shared resources ensued.

2. Partner's profile

This chapter presents a profile of each partner with synthetic information about their complementary research training offer(s) and some examples of training in the form of flyer or agenda of the courses.

Before the profiles, we will present hereafter some information and data resulted from the first survey to give a general picture of the Re-UNITA network.
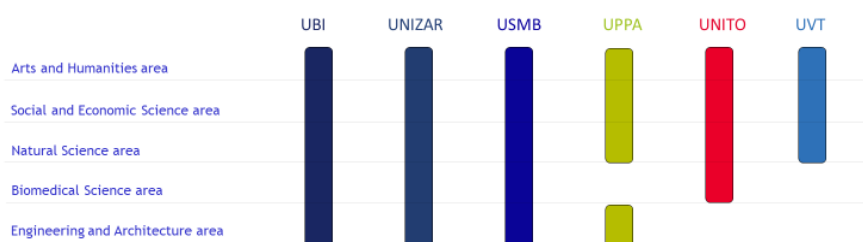
Figure 1 – Partners' research area

	UBI	UNITO	UNIZAR	UPPA	USMB	UVT
PhD Programs	29	54	47	2*	10	24
PhD Candidates	687	1300	2400	510	300	650

*UPPA is organized in two PhD School: École doctorale sciences exactes et leurs applications and École doctorale sciences sociales et humanité.

Table 1 – PhD Program and PhD Candidates per institution

Bullet points about the organization of complementary research training:

- Most partners offer this kind of training and has dedicated courses for ESRs, distinct from the training for other target (senior researchers, personnel).

- The training is entrusted and delivered by different teachers: professor within or outside the institutions, expert within or outside the institutions.

- Different kind of teaching modalities are encompassed (in-person, on-line, blended, e-learning) within the partners and within each institution.

- For the most part, this kind of training is not compulsory and does not entail final exams.

To collect information about the training offered, we used the following categorization of the possible **fields of training**:

- Basic and intellectual skills (e.g. bibliography, critical thinking)

- Communication, valorisation and dissemination of the results, public engagement

- Open Science, Intellectual property and open access to data and research products

- Fundraising, project writing and knowledge about European and international research systems

- Career development (CV writing, work landscape, entrepreneurship, etc.)

- Research Ethics, Research Integrity

- Gender approach in research and/or gender and equality policies at your institution

- Teaching skills

- Linguistic improvement (courses for foreign researchers and/or courses in foreign languages)

- Digital and IT skills

- Soft skills (e.g. leadership, teamwork, stress management)

2.1   Universidade da Beira Interior (UBI)

Institution website: https://www.ubi.pt

Research areas: Arts and Humanities area, Social and Economic Sciences area, Natural Sciences area, Biomedical Sciences Area, Engineering and Architecture area

Nr. PhD Programmes: 29

Mis en forme : Français (France)

PhD Candidates: 687

Post-doc: 63

Description of complementary research training:

the training is not tailored specifically for PhD Candidates, but UBI offers transversal, transferable and soft skills that are open to PhD Candidates. This kind of training is comprised by the Cross Cutting Skills Laboratory.

The training is not compulsory. Courses offer ECTS.

Teaching-modality: in-person

Language: Portuguese

Use of e-learning platform and/or intranet for organizing, delivering and sharing materials of courses:

Different platforms are used depending on the courses:

- LimeSurvey (satisfaction questionnaires);

- Virtual Desk (list of courses available, enrolment to courses);

- Moodle (resources repository);

- NP - UBI platform, developed internally (online meetings and material sharing).

Dedicated website:

https://www.ubi.pt/en/courses (section "Non-grade courses")

Fields of training:

- Digital and IT skills

- Career development (CV writing, work landscape, entrepreneurship, etc.)

- Soft skills (leadership, teamwork, stress management)

- Linguistic improvement (courses for foreign researchers and/or courses in foreign languages)

Mis en forme : Police :Gras, Anglais (Royaume-Uni)

Excerpt from the list of training courses:

- Competências Interpessoais

- Competências para a Empregabilidade

- Introdução à Programação

- Iniciação ao Latex

- Languages (Portuguese, German, Spanish, French, English – different level)

Examples of training agendas/content: "Competencias pare empregabilidade" (here below screenshot of the information about the training on UBI's website)

Regime Geral de Acesso | 2023/24 ∨

Sobre

Objetivos	O Curso de Competências para a Empregabilidade encontra-se integrado no Laboratório de Competências Transversais (Cross Cutting Skills Lab - CCSLab), que constitui uma das iniciativas emergentes do Programa Impulso Jovens STEAM da Universidade da Beira Interior. No final do curso, o estudante deve ser capaz de estabelecer uma estratégia de marketing próprio, valorizando as suas aptidões. Deve conseguir redigir um curriculo de forma apropriada. O estudante deve compreender as normas de apresentação em ambiente laboral, preparando-se corretamente para uma entrevista.
Competências do curso	M1 – Preparação para Entrevista (6 horas presenciais, 3 horas trabalho autónomo) - Saber conduzir uma entrevista, propondo as próprias questões; M2 – Realização de CV (3 horas presenciais, 2 horas trabalho autónomo) - Saber redigir corretamente um Curriculum Vitae e carta de apresentação apropriados a uma vaga em específico; M3 – Marketing Pessoal (9 horas presenciais, 5 horas trabalho autónomo) - Compreender o marketing próprio como ferramenta potenciadora da empregabilidade; - Elaborar corretamente uma estratégia de marketing que valorize o formando.
Saídas Profissionais	Não aplicável.
Infra-estruturas	Local: CFIUTE - Centro de Formação Interação UBI Tecido Empresarial Horário: das 18:30 às 21:30 Cronograma de Formação: 16/05/2022 / 19/05/2022 / 23/05/2022 / 26/05/2022 / 30/05/2022 / 02/06/2022

Figures 2-3 – Screenshot of the information about the training on UBI's website

Mis en forme : Anglais (Royaume-Uni)

2.2   Università degli Studi di Torino (UNITO)

Institutional website: https://www.unito.it/

Research areas: Arts and Humanities area, Social and Economic Sciences area, Natural Sciences area, Biomedical Sciences Area

Nr. PhD Programmes: 54

Mis en forme : Français (France)

PhD Candidates: 1300

Description of complementary research training:

This type of training is offered by the Doctoral School of UniTO to all PhD Candidates and it consists mostly of training in transversal and transferable skills.

This training is not compulsory and provides PhD Candidates with certificates of attendance.

Post-doc researchers may be allowed to attend, but the target of the training is PhD Candidates.

Additional complementary research training may be offered by each PhD Program (tailored to their research area) and PhD Candidates may also participate in courses organized by other offices/departments at UniTO or outside.

Teaching-modality: in-person, on-line (both synchronous and asynchronous learning), blended

Language: both Italian and English depending on the courses

Use of e-learning platform and/or intranet for organizing, delivering and sharing materials of courses:

- Moodle (for asynchronous learning and resources repository;

- Webex (for on-line synchronous courses);

- Google form (for enrolment and satisfaction questionnaires).

Dedicated website:

https://www.dottorato.unito.it/do/home.pl/View?doc=formazione_complementare.html

Fields of training covered:

- Basic and intellectual skills (e.g. bibliography, critical thinking)

- Communication, valorization and dissemination of the results, public engagement

- Open Science, Intellectual property and open access to data and research products

- Fundraising, project writing and knowledge about European and international research systems

- Career development (CV writing, work landscape, entrepreneurship, ect.)

- Linguistic improvement (courses for foreign researchers and/or courses in foreign languages)

Excerpt from the list of training courses:

- Bibliographic research and resources

- Open Science A to Z

- Storytelling

- Basics of Project Writing

- Curriculum Vitae Development for Academic Career

Examples of training agendas/content: "FAIR Data basics" (here below the syllabus of the course)

TITLE

FAIR DATA BASICS

TEACHER: ELENA GIGLIA (University of Torino)

SCHEDULE:

5th February 2024 h. 10:00am - 1:00pm (CET Time)

6th February 2024 h. 10:00am - 12:30pm (CET Time)

LOCATION: The course will be held in presence.

5th February: room 37, Palazzo Nuovo, Via Sant'Ottavio 20

6th February: room 16, Palazzo Nuovo, Via Sant'Ottavio 20

LANGUAGE: ENGLISH

DESCRIPTION OF THE COURSE

This course focuses on data management basics, as "good research needs good data".

The modules will follow the 3-step concept, according to the principle "as open as possible, as closed as necessary": a) manage your data b) make them FAIR c). whenever possible, make them Open.

A practical exercise on drafting the Data Management Plan of real datasets is included.

Further, the course emphasizes development of skills related to data stewardship, which according to the releasing the Open Science Cloud report (2016) will be a huge professional opportunity for PhDs. Data stewards support researchers in making data FAIR; their skills will be crucial in the making of the EOSC, as FAIR data are EOSC's building blocks.

LEARNING OBJECTIVES

Knowledge

After completion of the course, the candidate:

● Has in depth understanding of data management

● Has in depth understanding of the core principles of FAIR and Open data

● Has insight into the legal aspects of data management

● Has specific knowledge about the tools to properly manage data and make them FAIR and Open if possible

Skills

After completion of the course, the candidate:

● Can apply basic data stewardship skills

● Can make use of the principal FAIR data tools

● Has specific knowledge about the tools to properly do Open Science and Open Access in practice

TOTAL DURATION IN HOURS

5,5 hours

MODULES (IF ANY) AND DURATION

MODULE	TOPIC	THEORY (HOURS)	PRACTICE (HOURS)
1a	Why should we care about data	0,50 h	
	Data Management	1 h	
1b	FAIR principles	0,5 h	
2a	FAIR in practice + Open Data	1,5 h	
2b	Data Management Plans	1 h	0,5 h

In detail:

Topic	Time	Details
Why should we care about data?	0,5 h	● legal, ethical, practical reasons
Data management	1 h	● how to properly manage your data ● tools, tips and tricks
FAIR data	2, 5 h	● FAIR data principles ● How to make your data Findable, Accessible, Interoperable, Reusable in practice
Data Management Plans	1,5 h	● DMP general questions ● different online tools to draft a DMP: DMPonline, Data Stewardship Wizard, ARGOS

Certificate of attendance:

To receive a certificate, it is necessary to attend all the modules of the course.

The certificate will indicate the total hours of attendance.

For any additional information not included in the present document or in the Doctoral School website, please contact dottorati@unito.it

2.3 Universidad de Zaragoza (UNIZAR)

Institutional website: www.unizar.es

Research areas: Arts and Humanities area, Social and Economic Sciences area, Natural Sciences area, Biomedical Sciences Area, Engineering and Architecture area

Nr. PhD Programmes: 47

PhD Candidates: 2400

Post-doc: 1500

Description of complementary research training:

UNIZAR has a Doctoral School that offers to all PhD Candidates training in transversal, transferable skills and soft skills.

This training is not compulsory and provides PhD Candidates with certificates of attendance.

In 2023 and 2024, an additional offer of webinars (in English), curated by the Charlesworth Author Services covering different transversal topic useful for early-stage researchers, has been available to PhD Candidates at UNIZAR.

Outside of the Doctoral School, UNIZAR offers its employees training to improve teaching skills and related soft skills.

Teaching-modality: in-person, on-line (both synchronous and asynchronous learning)

Language: Spanish and English

Use of e-learning platform and/or intranet for organizing, delivering and sharing materials of courses:

- Microsoft Teams and Google Meet (for on-line synchronous learning);
- UniZar platform (for list of activities and enrolment).

Dedicated website:

https://escueladoctorado.unizar.es/es/formacion-y-movilidad/actividades-formativas-transversales

https://escueladoctorado.unizar.es/en/formacion-y-movilidad/transversal-training-activities

Fields of training covered:

- Basic and intellectual skills (e.g. bibliography, critical thinking)
- Communication, valorisation and dissemination of the results, public engagement
- Open Science, Intellectual property and open access to data and research products

- Fundraising, project writing and knowledge about European and international research systems

- Career development (CV writing, work landscape, entrepreneurship, ect.)

- Research Ethics, Research Integrity

- Linguistic improvement (courses for foreign researchers and/or courses in foreign languages)

- Gender approach in research and/or gender and equality policies at your institution

- Digital and IT skills

- Soft skills (i.e. leadership, teamwork, stress management)

Excerpt from the list of training courses:

- Academic English

- Construcción del discurso, fuentes y referencias

- Edición Científica e Identidad Digital del Investigador

- Ética en la investigación cientifica

- Gestión del tiempo y trabajo en equipo en grupos de investigación

- Defiende tu tesis: hablar en público con seguridad

- Statistics and data presentation explained

- Peer Review: How to do it and survive it to get your paper published

.

Examples of training agendas/content: "Inclusion perspectiva de género en la envestigacion de calidad" (here below screenshot of the information about the course on the UNIZAR's website)

Mis en forme : Français (France)

Figures 4-5 – Screenshot of the information about the training on UNIZAR's website

Mis en forme : Anglais (Royaume-Uni)

| INFORMACIÓN GENERAL | PROFESORADO | CONTENIDOS | CRITERIOS DE EVALUACIÓN | CRITERIOS ADMISIÓN | Programa |

CONTENIDOS

La inscripción ha finalizado.

Inscribirse

Contacto

Módulo 1. Introducción: conceptos y terminología

Introducción a los estudios de género, fundamento y desarrollo de las teorías feministas; discriminaciones inherentes al uso del lenguaje sexista.

Módulo 2. La integración del género en la investigación: la perspectiva europea

La integración del género en la investigación como criterio de excelencia científica en los programas Horizonte Europa. Indicadores, equipos, evaluaciones.

Módulo 3. Aplicación de la perspectiva de género en investigación e innovación

Proyectos de investigación e innovación con perspectiva de género. Impacto de la consideración de la perspectiva de género en las diferentes ramas de conocimiento.

Casos de uso. Conflictos, resistencias y desafíos

Actividad transversal curso 2023-2024: Inclusión perspectiva de género en la investigación de calidad

Organizado por Escuela de Doctorado Universidad de Zaragoza

Plataforma de organización de eventos Symposium

Figure 6 – Example of course content on UNIZAR's website

Mis en forme : Anglais (Royaume-Uni)

| INFORMACIÓN GENERAL | PROFESORADO | CONTENIDOS | CRITERIOS DE EVALUACIÓN | CRITERIOS ADMISIÓN | Programa |

CRITERIOS DE EVALUACIÓN

La inscripción ha finalizado.

Inscribirse

Contacto

Asistencia (mínimo 75%). Aquellos doctorando/as que no asistan de forma presencial habrán de enviar un resumen de cada una de las sesiones.

Aquellos doctorando/as que no asistan al taller final deberán enviar un pequeño ejercicio equivalente.

CERTIFICADOS

Una vez recibido el listado de alumnos que resulte "Apto" o "No apto" desde el punto de vista académico por parte del director de la actividad transversal, la Escuela de Doctorado elaborará un justificante que lo certifique.

Será remitido por correo electrónico a la dirección facilitada por el alumno.

Figure 7 - Example of course evaluation criteria on UNIZAR's website

Mis en forme : Anglais (Royaume-Uni)

Mis en forme : Anglais (Royaume-Uni)

Sesión 4

Contenido: Módulo 3. Aplicación de la perspectiva de género en investigación e innovación

Formato: Taller.

Fechas y horario: 14 diciembre de 16 a 19.

Se llevarán a cabo en paralelo los siguientes talleres (cada estudiante participará en el de su rama):

- Investigación con perspectiva de género en Artes y Humanidades Responsables: Carmen Peña Ardid, José Luis Aliaga
- Investigación con perspectiva de género en Ciencias de la Salud Responsables: Trinidad Serrano, Miguel Ángel Cañete Laírla
- Investigación con perspectiva de género en Ingeniería y Arquitectura

  Responsables: Isabelle Hupont, Lucía Pérez, Participantes adicionales: María Villarroya
- Investigación con perspectiva de género en Ciencias Sociales y Jurídicas

  Responsables : Luisa Esteban Salvador, María José Lopera Castillejo

  Participantes adicionales: María Isabel Brusca Alijarde
- Investigación con perspectiva de género en Ciencias Responsable: Josefina Pérez Arantegui,

  Participantes adicionales: Elísabet Pires, Julia Herrero

Figure 8 - Example of a course programme on UNIZAR's website

Figure 9 - Dedicated website in which are listed the webinars in English offered by the G9 Charlesworth Knowledge (Charlesworth Author Services)
https://www.gotostage.com/channel/g9webinarseries

2.4   Université de Pau et des Pays de l'Adour (UPPA)

Mis en forme : Anglais (Royaume-Uni)

Mis en forme : Anglais (Royaume-Uni)

Mis en forme : Français (France)

Mis en forme : Français (France)

Institutional website: https://www.univ-pau.fr/fr/index.html

Research areas: Arts and Humanities area, Social and Economic Sciences area, Natural Sciences area, Engineering and Architecture area

Nr. PhD Programmes: 2 PhD Schools

PhD Candidates: 510

Post-doc: 1500

Description of complementary research training:

UPPA offers training organised both by the "Centre des études doctorales" (which manages and promotes transversal activities for the two UPPA's PhD Schools) and by its PhD Schools (École doctorale sciences exactes et leurs applications and École doctorale sciences sociales et humanité). Training is reserved to PhD Candidates only (of every research area). The complementary training covers transversal, transferable and soft skills.

Some of the training is compulsory, PhD Candidates are provided with certificates of attendance (with ECTS).

Teaching-modality: in-person, on-line (both synchronous and asynchronous learning)

Language: French and English

Use of e-learning platform and/or intranet for organizing, delivering and sharing materials of courses:

- ADUM (communication about courses, enrolment to courses);

- ELearn (MOOC hosted and designed by UPPA – on-line courses, resources repository).

Dedicated website:

https://ed-ssh.univ-pau.fr/fr/pendant-la-these/se-former.html

https://ed-sea.univ-pau.fr/fr/pendant-la-these/se-former.html

https://adum.fr/as/ed/uppasea/formations.pl

Fields of training covered:

- Basic and intellectual skills (e.g. bibliography, critical thinking)

- Communication, valorisation and dissemination of the results, public engagement
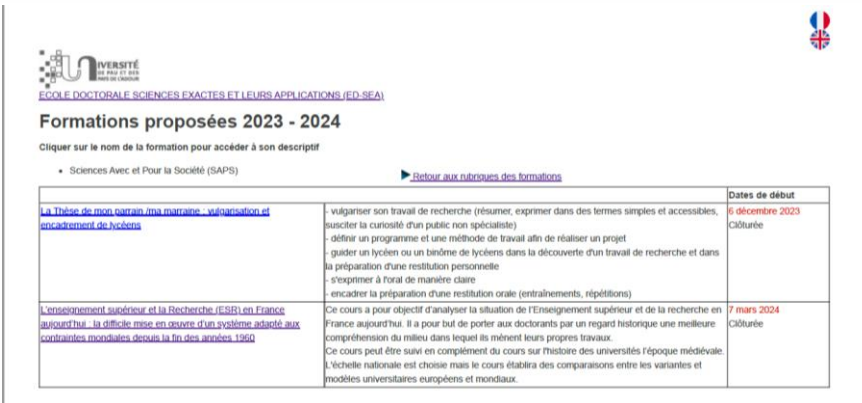
- Open Science, Intellectual property and open access to data and research products

- Career development (CV writing, work landscape, entrepreneurship, etc.)

- Research Ethics, Research Integrity

- Linguistic improvement (courses for foreign researchers and/or courses in foreign languages)

- Gender approach in research and/or gender and equality policies at your institution

- Digital and IT skills

- Soft skills (i.e. leadership, teamwork, stress management)

- Teaching skills

Excerpt from the list of training courses:

- Conduct your PhD Project

- MOOC Ethique de la recherche

- Séminarie de sensibilisation à l'entrepreneuriat

- Enseignement mode d'emploi

- How to design a scientific poster

- English for research communication

Examples of training agendas/content: "Science Avec et Pour la Société" (2 modules). Here below the screenshot from the dedicated website with the description of the two modules, followed by the screenshot of the detailed information about the first one.

Mis en forme : Français (France)

Figure 9 - UPPA website with descriptions of the two modules

Mis en forme : Anglais (Royaume-Uni)

Figure 10 - Detailed information about the first one course of Figure9

Mis en forme : Anglais (Royaume-Uni)

2.5 Université Savoie Mont Blanc (USMB)

Institutional website: https://www.univ-smb.fr/

Research areas: Arts and Humanities area, Social and Economic Sciences area, Natural Sciences area, Biomedical Sciences Area, Engineering and Architecture area

Nr. PhD Programmes: 10

PhD Candidates: 300

Post-doc: 32

Description of complementary research training:

USMB offers training tailored to Ph.D. Candidates (organised by Doctoral schools).

USMB's Human Resources Services organize instead specific training for researchers.

Training courses are also offered by USMB withing the Skills Development Plan and by the Department Apprendre.

The complementary training covers transversal, transferable and soft skills.

The training is compulsory for PhD Candidates, which are provided with certificates of attendance (with ECTS). Some courses entail a final exam.

Teaching-modality: in-person, on-line (both synchronous and asynchronous learning)

Language: mostly French

Use of e-learning platform and/or intranet for organizing, delivering and sharing materials of courses:

There is no e-learning platform dedicated specifically to PhD Candidates.

Moodle (For researchers, 2 courses available on registration: inequality woman / man in the research area; general safety)

The intranet of USMB provides the Skills Development Plan. It presents all the courses to be proposed in the running year for the personnel.

The ADUM website is a dedicated platform for PhD Candidates.

Dedicated website:

https://www.univ-smb.fr/college-doctoral/formations/

https://adum.fr/script/catalogue.pl?site=USMB

Fields of training covered:

• Basic and intellectual skills (e.g. bibliography, critical thinking)

• Communication, valorisation and dissemination of the results, public engagement

• Open Science, Intellectual property and open access to data and research products

• Career development (CV writing, work landscape, entrepreneurship, ect.)

• Research Ethics, Research Integrity

• Linguistic improvement (courses for foreign researchers and/or courses in foreign languages)

• Digital and IT skills

• Soft skills (i.e. leadership, teamwork, stress management)

• Teaching skills

Excerpt from the list of training courses:

• Recherche documentaire: outils

	Mis en forme : Français (France)

• Construire son projet professionnel - les compétences du doctorant

• Montage et gestion de projet de recherche

• Parcours nouvel enseignant chercheur

• Futur docteur - futur entrepreneur? comment valoriser sa recherche

Examples of training agendas/content: "Recherche documentaire: outils".

RECHERCHE DOCUMENTAIRE : OUTILS

Contact : THIVILLON-ERRGHIOUI Virginie et Rabiâ gestionnaire-codusmb.ddrv@univ-smb.fr

Catégorie : Formation transversale

Langue de l'intervention : français

Nombre d'heures : 8

Crédits/Points :

Min participants : 5

Max participants : 40

Nbre d'inscrits : 27

Nombre de places disponibles : 13

Public prioritaire : Aucun

Public concerné : Doctorant(e)s

Proposé par : Université de Savoie Mont-Blanc

Lieu En visioconférence
Observations : Outils : Firefox de préférence, Teams, Zotero (à installer) Un lien vous sera envoyé une semaine avant la première séance
Mots clés : Recherche documentaire, bibliographie, valorisation de production scientifique
Début de la formation : 23 février 2023
Fin de la formation : 16 mars 2023
Date limite d'inscription : 16 février 2023
Modalités d'inscription : sur ADUM

Objectifs :
• Savoir mener une recherche documentaire,
• Savoir établir une bibliographie
• Être à même de valoriser sa production scientifique

Programme :
Séance 1 : Présentation générale
La bibliographie, ses enjeux, explorer, sélectionner, lire et être lu

Intervenant : Alexandre Benoit
Date : 23 février de 10h00 à 12h00
Modalités : visioconférence

Séance 2 : Gérer ses références bibliographiques avec Zotero
Collecter et organiser
Utiliser pour intégrer dans nos écrits
Prérequis : avoir installé Zotero au préalable sur sa machine

Intervenants : Pauline Simon + Audrey Stefani
Dates : 2 mars de 10h00 à 12h00
Modalités : visioconférence

Séance 3 : Mener des recherches documentaires
Les ressources documentaires
Intro aux ressources openaccess
Stratégie de recherche
Intégrer la bibliographie à ses textes, le plagiat

Intervenants : Michel Encrenaz, Julie Alibert
Dates : 9 mars de 10h00 à 12h00
Modalités : visioconférence

Séance 4 : Partager et valoriser sa recherche
Identité numérique
Réseaux sociaux
Les blogs de recherche
Bibliométrie

Intervenants : Christelle Serra, Michel Encrenaz
Dates : 16 mars de 10h00 à 12h00
Modalités : visioconférence

Figure 11 - the ADUM website of the syllabus 1/2

Mis en forme : Anglais (Royaume-Uni)

30/05/24, 17:05   ..:: ADUM ::..

Equipe pédagogique :
Alexandre Benoît Maître de conférences – HdR Pauline Simon Adjointe BU Annecy Audrey
Stefani Adjoint BU Jacob Michel Encrenaz Responsable BU Jacob Julie Alibert Coordinateur
documentation numérique Christelle Serra Référent archives ouvertes

Compétences acquises à l'issue de la formation :
Maîtrise des outils de recherche bibliographique, de l'archivage à la bibliométrie
Savoir définir une stratégie de recherche et de publication
Connaître les moyens de diffuser les savoirs, ses travaux en respectant les bonnes pratiques
et les aspects légaux de la propriété intellectuelle.
Connaitre les enjeux des sciences ouvertes

Langue de l'intervention :
français

Les Compétences et capacités visées à l'issue de la formation (fiches RNCP)

Arrêté du 22 février 2019 définissant les compétences des diplômés du doctorat et inscrivant le doctorat au
répertoire national de la certification professionnelle.
https://www.legifrance.gouv.fr/loda/id/JORFTEXT000038200990/

Bloc 3 : Valorisation et transfert des résultats d'une démarche R&D, d'études et prospective

    - Mettre en œuvre les problématiques de transfert à des fins d'exploitation et
    valorisation des résultats ou des produits dans des secteurs économiques ou sociaux

    - Respecter les principes de déontologie et d'éthique en relation avec l'intégrité des
    travaux et les impacts potentiels

    - Mettre en œuvre l'ensemble des dispositifs de publication à l'échelle internationale
    permettant de valoriser les savoirs et connaissances nouvelles

    - Mobiliser les techniques de communication de données en « open data » pour
    valoriser des démarches et résultats

Bloc 4 : Veille scientifique et technologique à l'échelle internationale

    - Acquérir, synthétiser et analyser les données et informations scientifiques et
    technologiques d'avant-garde à l'échelle internationale

    - Développer des réseaux de coopération scientifiques et professionnels à l'échelle
    internationale

Date de début de la formation : 23 février 2023
Inscription : Fermée
Voir le calendrier

Figure 12 - the ADUM website of the syllabus 2/2

Mis en forme : Anglais (Royaume-Uni)

2.6 Universitatea de Vest din Timișoara (UVT)

Institutional website: https://www.uvt.ro/

Research areas: Arts and Humanities area, Social and Economic Sciences area, Natural Sciences area

Nr. PhD Programmes: 24

PhD Candidates: 650

Post-doc: 10

Description of complementary research training:

Trainings are organised by the University (at PhD Programs level). All PhD Candidates are offered a compulsory ethics and academic integrity training, a course of research methodology (elective) and a training on entrepreneurial skills (optional) in the first semester of the first year of research. Each PhD Programme may offer other transversal skills courses in their educational plan.

Other training opportunities open to all students (not specifically tailored for ESRs) are provided by other Departments of the University: i.e. the Career Counseling and Guidance Center (CCOC-UVT) and the Center for Technological Transfer and Innovation (CTT-UVT). The former focus mostly on training in Career Development and Soft Skill, the latter offers training events on IP, Open Science and Open Innovation.

Certificate of attendance are provided on request. Some courses entail a final exam.

Teaching-modality: in-person, on-line (synchronous learning)

Language: mostly Romanian (with some options in English for international candidates, i.e. the compulsory training on Ethics).

Use of e-learning platform and/or intranet for organizing, delivering and sharing materials of courses:

UVT has its own e-learning platform and intranet dedicated to PhD Candidates.

Dedicated website:

https://www.uvt.ro/en/cercetare/doctorat/studii-universitare-de-doctorat/

(Doctoral studies webpage)

https://www.uvt.ro/en/educatie/facilitati-pentru-studenti/consiliere-ccoc/

(CCOC-UVT webpage)

https://www.uvt.ro/en/cercetare/cercetare-si-inovare/inovare-si-transfer-tehnologic/ (CTT-UVT)

Fields of training covered:

• Career development (CV writing, work landscape, entrepreneurship, ect.)

• Research Ethics, Research Integrity

• Soft skills (i.e. leadership, teamwork, stress management)

• Communication, valorisation and dissemination of the results, public engagement

• Open Science, Intellectual property and open access to data and research products

Excerpt from the list of training courses:

• Public speaking - between fear and applause

• Writing a Professional CV

• Self-esteem - the cornerstone of well-being
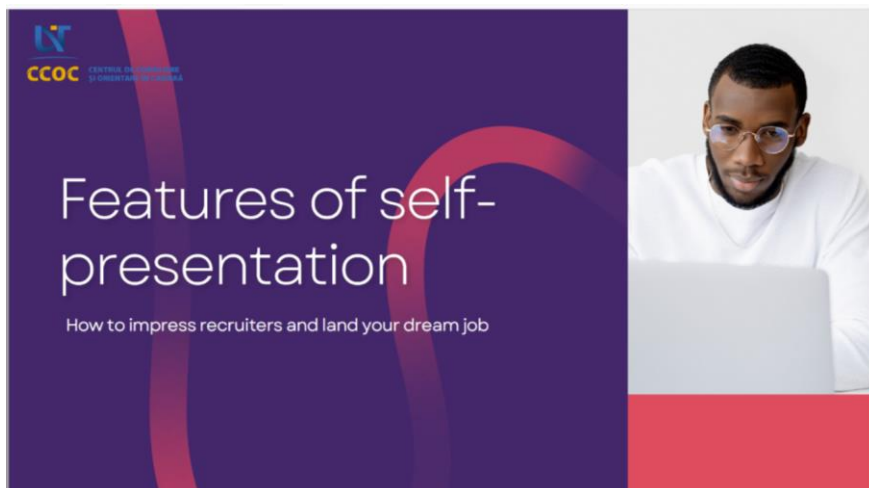
Figure 13 - excerpt from the slides of the courses offered by CCOC

Figure 14 - excerpt from the slides of the courses offered by CCOC

Mis en forme : Anglais (Royaume-Uni)

3. Common ideal complementary research training programme

In this chapter, we present the ideal catalogue of complementary training to research within the Re-Unita network emerged after the analysis of information and resources collected.

Within the identified fields of training, we have traced the partners' offer in complementary research training to different topics.

The topics are not necessarily equivalent to individual courses, but often contain multiple training sessions and topics that can be addressed and which, although not exhaustively, we report in each table with a brief description.

We highlight the partners who, at the time the analysis was carried out, offered this type of training for each topic identified.

The catalogue constitutes a map of the complementary research training offered by the UNITA Alliance, which can be used by partners as a starting point for expanding or revising their offer, and as a tool for possible sharing of resources between partners.

We also hope it can be a starting point or a comparing reference for other universities and networks for their own transversal training activities for ESRs.

Basic and intellectual skills

TOPIC	Brief description	Partners delivering this training
Bibliographic research	How to conduct bibliographic research. Management of sources and references.	UNITO; UNIZAR; UPPA
Databases for bibliographic research	Different databases for research area. Jstor; Web of Sciences; Isidore; Mendeley	UNITO; UNIZAR; UPPA
Thinking skills	Logic, reason, critical thinking	UVT; UNIZAR
Learning skills	Strategies, methods and technique to better your learning skills	UVT
Conduct and manage your PhD Thesis	Planning, managing and valorizing your PhD work and thesis	UPPA; USMB
Research evaluation	Institutional, national and international systems of research evaluation. Indicators of quality and impact for the evaluation of research products.	UNITO

Communication, valorisation and dissemination of the results, public engagement

TITLE/TOPIC	Brief description	Partners delivering this training
Academic Writing	Writing examples and exercises (i.e. abstract; structure of a scientific paper; create a poster, etc.)	UNITO; UNIZAR; UPPA
English for academic research	English for research communication; academic English writing	UNIZAR; UPPA
Dissemination of research	How to publish, Promoting your publications, academic presentations	UNITO; UNIZAR
Communication of research and communication skills	Public engagement; public speaking; storytelling; digital and media tools for communication (i.e. videomaking; use of social media)	UNITO; UNIZAR; UPPA; USMB; UVT

Open Science, Intellectual property and open access to data and research products

TITLE/TOPIC	Brief description	Partners delivering this training
Open Science	Principle of open science: EU policies; Open Access publication	UNITO; UNIZAR; UPPA; USMB
Open Data	FAIR Data principles; management of open data; draft of a Data Management Plan; data steward.	UNITO; UPPA

Intellectual Property and Knowledge Transfer	Type of IP; copyright; patents.	UNITO

Fundraising, project writing and knowledge about European and international research systems

TITLE/TOPIC	Brief description	Partners delivering this training
Fundraising	Tools and methods to raise funds	UNITO
Project writing	How to apply for funds; writing workshop	UNITO
EU and international research system	International funding scheme; introduction to EU programmes.	UNITO

Career development
(CV writing, work landscape, entrepreneurship, etc.)

TITLE/TOPIC	Brief description	Partners delivering this training
CV Writing	Different type of CV; CV for academic career	UNITO; UNIZAR; UPPA; UVT
Preparing for job interview	English for research communication; academic English writing	UNITO; UNIZAR; UPPA; UVT
Career planning	How to publish, Promoting your publications, academic presentations	UBI; UNIZAR; UPPA; UVT
Entrepreneurship	Public engagement; public speaking; storytelling; digital and media tools for communication (i.e. videomaking; use of social media)	UNITO; UPPA; USMB; UVT

Research Ethics, Research Integrity

TITLE/TOPIC	Brief description	Partners delivering this training
Ethics and integrity in research	Principles; Academic misconduct; Regulations and committees.	UNIZAR; UPPA; USMB; UVT

Gender approach in research and/or gender and equality policies at your institution

TITLE/TOPIC	Brief description	Partners delivering this training
Gender approach		UNIZAR
Gender and equality policies at your institution		UPPA

Teaching skills

TITLE/TOPIC	Brief description	Partners delivering this training
Teaching skills	Engage a classroom; participatory teaching; on-line tolls.	UNITO; UPPA

Linguistic improvement

TITLE/TOPIC	Brief description	Partners delivering this training
Language class for foreign researchers		UNITO; UPPA
Language courses in foreign language		UNITO; UPPA; USMS

Digital and IT skills

TITLE/TOPIC	Brief description	Partners delivering this training
Introduction to programming	Basic concepts, different type of programming languages, practical exercises or introduction to specific language (e.g. Python, C)	UBI; UNIZAR
Cybersecurity		UBI
Use of specialized software	(i.e. Excel, SPSS, R, Latex)	UBI; UNIZAR; UPPA; USMB

Soft skills

TITLE/TOPIC	Brief description	Partners delivering this training
Time management		UNIZAR; UPPA; UVT
Wellbeing	Coping skills; stress management; mental health	UNIZAR; UVT
Negotiation		UVT
Teamwork	Collaboration; working in different groups and environment.	UNITO; UVT

4. Final thoughts

Within the Re-UNITA project and UNITA Alliance, this document will serve as a basis for improving and expanding the training offer for ESRs, trying to pool the resources available within the UNITA Alliance, respecting individual institutions and the freedom of teaching.

The courses identified may refer to the same topics, but differ in many aspects: the language of the course, the organization in person or online and much more.

Some courses or individual topics addressed by a course must necessarily be adapted to the national and institutional context: think of the different bibliographic resources and databases to which each University has access, the different research evaluation systems or different regulations and guidelines (i.e. institution's regulations regarding research ethics and integrity or open access policies), of which every researcher must be aware.

For these reasons, some courses may be good candidates to be share between partners (for example courses in English, held online). Others could be replicated, taking example from shared resources.

With respect to linguistic differences, it should also be noted that form the start the UNITA Alliance gave importance to the use of local languages, while simultaneously aiming to share activities and good practices. For this reason, courses and materials have been created for linguistic intercomprehension.

We conclude by recalling that the ideal catalogue created does not claim to be exhaustive in the field of complementary research skills. By their nature and objectives, these courses should expand and be updated, keeping up with the changes in the skills required of researchers to work in or outside the academia. A current example is the field of artificial intelligence: a topic not touched on by the courses we examined for this document, but of such relevance and importance that training on this topic for researchers should be addressed. With these reflections in mind, in the future work for a possible expansion or redefinition of the training offer within the UniTA Alliance, a comparison with the European Competence Framework for Researchers 'ResearchComp' will be useful.