Opportunity Area 5: Skills, Training, Rewards, Recognition and Upskilling

Celia van Gelder

(Health-RI/ELIXIR-NL, EOSC4Cancer, TF Data Stewardship Curricula and Career Paths)

on behalf of the OA5 group

SKILLS, TRAINING, REWARDS, RECOGNITION & UPSKILLING

OA 5 Participants

- 20+ participants
- From several EOSC projects, all 4 Task Forces, others (funders, university of applied sciences, ELIXIR-UK,..)
- Guests: GraspOS, EOSC-Future WP6
- **As OA5 Expert group, together we have quite a good overview about and insight in what has been done, what is going on, what is planned and what is needed for EOSC skills & training**

- Collaborative Notes document; Slides

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OA 5 Participants

Organising Team

- Anika Erxleben-Eggenhofer (EuroScienceGateway),

- Celia van Gelder (Health-RI/ELIXIR-NL, EOSC4Cancer, TF Data Stewardship Curricula and Career Paths)

- Emma Lazzeri (Skills4Eosc)

- Edith Euan Diaz (EOSC Focus)

- Fotis Psomopoulos (EOSC4Cancer / EVERSE / RCRC TF)

- Franciska de Jong (CLARIN ERIC / EOSC Focus / SSHOC / OSCARS / TF REA)

- Helen Clare (Jisc, upskilling TF)

- Marialuisa Lavitrano (Biccoca & EOSC)

- Marthe Bierens (EOSC Focus)

- Sara Di Giorgio (Skills4EOSC)

OA 5 Participants

- Anca Hienola (ENVRI/OSCARS)
- Barbara Sanchez (Skills4Eosc / EOSC Focus / OSTrails)
- Curtis Sharma (Skills4EOSC)
- Dario Vins (EOSC Focus)
- Giovanni Lamanna (ESCAPE, OSCARS)
- Friederike Schmidt-Tremmel (OSCARS)
- Iulianna van der Lek (CLARIN/ OS-Trails, OSCARS)
- Krzysztof Poterlowicz (ELIXIR-UK DaSH, GTN)

- Panteleimon Kanellopoulos (RAISE)
- Romain David (ERINHA / EOSC-Life / BY-COVID / ISIDORe / OSCARS - WP3 lead)
- Rob Carrillo (OSCARS)
- Sylvia Jeney (TF Research Careers, Recognition and Credit)
- Sadra Matmir (Bochum University of Applied Sciences/AquaINFRA)
- Victoria Dominguez Del Angel (Inria)

OA 5 Objectives and Approach

Objectives:

- To integrate and emphasize Skills, Training, Rewards, Recognition, and Upscaling within the EOSC framework.
- To highlight the importance of Research Assessment in the context of EOSC.
- To align and integrate past, present, and future activities for comprehensive community engagement.

Expected Outcome:

- Enhanced integration and understanding of these elements in EOSC projects, aligning with EOSC's diverse short-term, medium-term, and long-term objectives.
- Development of enhanced strategies for community engagement and collaboration in EOSC, focusing on skill development and learning from shared experiences.

SRIA Boundary Conditions

The EOSC governing bodies identified 7 actions to deploy the EOSC ecosystem related to the social, financial, legal, educational and cultural challenges -> classified as boundary conditions:

1. Rules of Participation;
2. Landscape monitoring;
3. Business models;
4. **Skills and training;**

5. **Rewards and recognition;**

6. Communication;

7. Widening to public and private sectors and going global
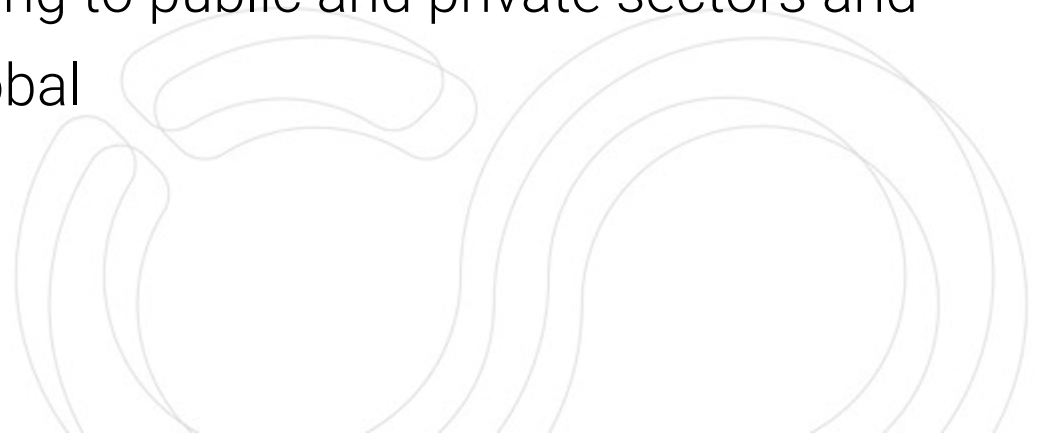
SRIA priorities for skills and training

Priority 1: Developing the next generation of Open Science and data professionals

Priority 2: Bridging the education gap: coordinating and aligning curricula for students and researchers

Priority 3: Building a trusted and long-lasting knowledge hub of learning materials and related tools

Priority 4: Influencing national Open Science policy for skills by supporting strategic leaders

Supported by detailed Multi-Annual Roadmap (MAR)
https://eosc.eu/sria-mar/

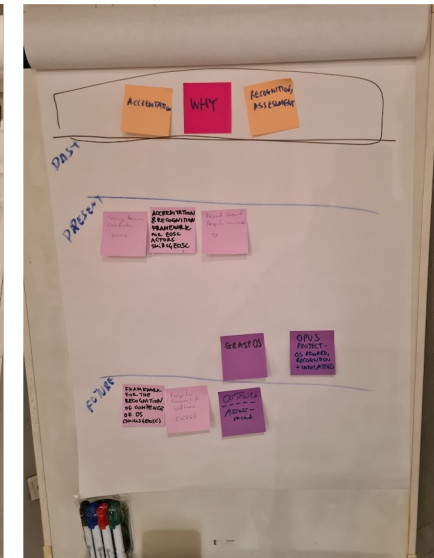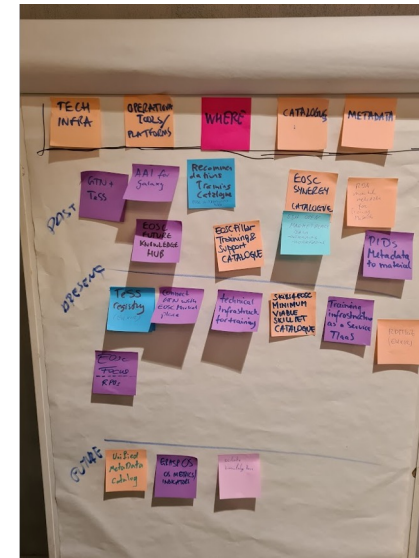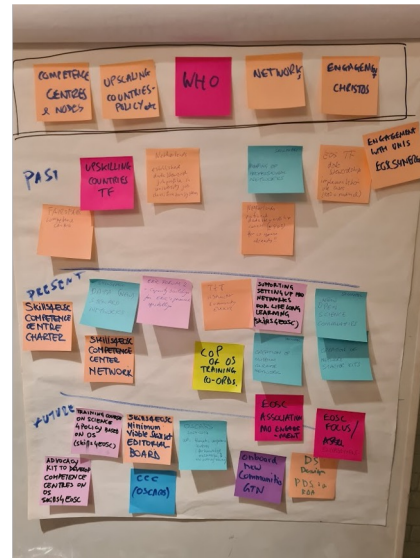# Main recommendations of the EOSC Training & Skills Working Group
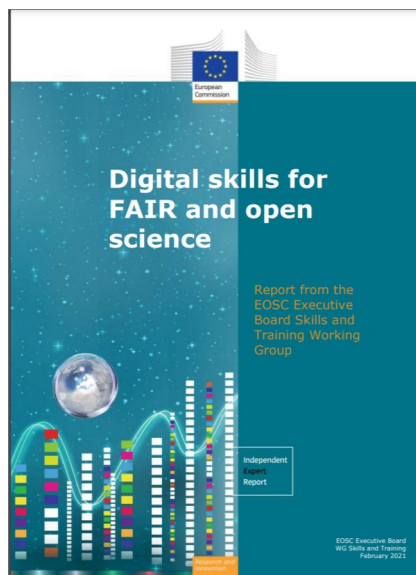
Report "Digital skills for FAIR and open science" published February 2021

1. Utilise the **Framework of Actors in the EOSC Ecosystem** in the development and mainstreaming of FAIR and open science skills and training

2. Coordinate and align **relevant skills curricula and training frameworks**

3. Encourage and support the **competence centres approach** for FAIR and open science training

4. Facilitate increased **integration of FAIR and open science courses** with university qualifications.

5. Build a **learning and training catalogue** to maximise interoperability.

6. Include learning and training resources in the EOSC Interoperability Framework (EIF)

7. Develop an **EOSC Skills and Training Leadership Programme**

In addition the report gives specific recommendations for the different stakeholders: Policy makers & funders, Universities & research organisations, Competence centres , EOSC Association, EOSC projects

OA 5 Session 1 - Tuesday Afternoon

- Set the **context**, did some **stock taking** and mapped the **training/skills related activities in past/present/future** that we are all involved in and aware of

https://docs.google.com/document/d/1lslmDxvjFW_ErYCGpr1AlvQ7x30tJ-Xn30Szt0rkVEg/edit

Themes for skills/training

1. **How/what**
   - Training material development & delivery
   - Curricula
   - Learning paths
   - Skills, roles, competences

2. **Training infrastructure**
   - Catalogues
   - Platforms
   - Operational tools
   - Meta data

3. WHO/Actors
   - Competence Centers & Nodes
   - Upscaling countries
   - Policy
   - Networks
   - Engagement

4. Rewards
   - Accreditation
   - Recognition
   - Assessment

DISCUSSION (Notes)

- What do we have now/ What is the status?
- What are the issues/challenges?
- What are the next steps needed/wanted (& who should take them)
  - Short term, midterm, longterm
  - Which EOSC actor(s) should engage with this next steps

Training material, Learning Paths, Curriculum

- Many many materials developed by all EOSC actors
- Now moving towards **developing Learning Paths (LP) and curricula**
- Need to make all training resources interoperable and reusable to be able to map them to emerging curricula
- Good news: There is now a **RDA minimal metadata standard** for training resources!

- *Action points for OA5 group with the training community*
  - *>4 different methodologies of developing LP are out there; need for crosswalk*
  - *Training metadata -> agreement needed between the EOSC actors*
  - *Work towards a harmonized & certified curriculum for data stewardship in Europe (MAR2025-2027)*
    - *Funding needed; OSCARS cascading grant? Other funding calls upcoming?*

Training Catalogue

- A catalogue/registry/knowledge hub to register all the training resources
- All existing catalogues should be findable and accessible through the main entry point.
  - ENVRI FAIR, SSHOC, ELIXIR TeSS, EOSC Marketplace Training, the EGI training infrastructure, Training resources of Galaxy Training Network (GTN), etc etc.
- Catalogue of catalogues?

Action points for OA5 expert group & EU Node team

- **It is crucial that the OA5 expert group is involved in the handover of EOSC-Future Knowledge Hub to the developers of the new portal in EU Node**
  - *Alignment with the RDA standards for training resource models (metadata, etc).*
  - *Development of rules of participation (RoP) to ensure interoperability and other quality criteria*
  - *Investigate which categorisation should be the basis of the filtering /navigation options in a future portal.*
  - *Desired granularity of entries in the catalogue*
  - *Training as a service? (we could pilot this with GTN TIaaS)*

See also Chapter 5 of Skills & Training WG report!

Training Infrastructure

- Moodle, a.o. OpenPlato but numerous instances in the EOSC ecosystem
  - Note: OpenPlato is linked to AAI
- Galaxy Training Network (GTN)
  - GTN does offer many tutorials but also provides training infrastructure as a service (TIaaS)
- Hackathon as a Service (EOSC Synergy)

Next steps

- *Moodle: Do we need a central Moodle for EOSC?*
- *GTN short term:*
  - *Onboard GTN in the Portal (GTN + Portal team)*
- *GTN midterm:*
  - *Explore the feasibility of an EOSC-track in the GTN annual global online training event 2025 Smorgasbord (AO5 + GTN)*
  - *Secure manpower for GTN to enable expansion to onboarding other (EOSC) communities (technical infrastructure already covered)*

Competence Centers

Skills4EOSC is building network of competence centers

- Clarity about definitions of competence centers, including aligning OSCARS' model for thematic /disciplinary competence centres and Skills4EOSC pilots.
- Expand network to other non-project members
- Implications of the EOSC node concept
- Sustainability after end of Skills4EOSC project

Next steps

- *Summer 2024 workshop co-organized by Skills4EOSC & OA5 group*
  - *align efforts, increase visibility, work towards sustainability model together*
- *Align with OSCARS and potentially co-organise a workshop at the EOSC Symposium 2024*
- *Increase visibility of competence centers on a.o. tripartite events*

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Engagement

Engagement and clear communication are vital to EOSC uptake

- Sharing of benefits to researchers
- Guidance on use
- Engagement at all levels including policy makers

Next steps

- *Feeding back ideas to EOSC Focus to support existing engagement activities*
- *EOSC Advisory Group position paper on engagement strategies "Fostering Open Science in Europe: Engagement Strategies from EOSC's Task Forces on Research Careers and Curricula"*
- *Community support from Skills4EOSC*

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Accreditation/Recognition/Assessment

There are already some concrete efforts in this direction

- EOSC Task Force on Research careers, recognition and credit has produced recommendations (currently under EOSC-A Board review)
- GraspOS and OPUS actively working towards metrics, indicators and the role of the funders
- Working examples of reward and recognition of trainers & their contributions under GTN (Hall of Fame etc)
- Skills4EOSC Recognition Framework (incl open badges)

Next steps

- *Provide clear incentives for wider compliance to CoARA*
- *Further coordination with relevant projects - GraspOS, OPUS, OSTrails*
- *Further discussion on aligning certification / accreditation*
  - *building on efforts that are going on in Skills4EOSC, ELIXIR, GTN etc.*

"Governance" of EOSC Training & Skills Strategy

Action points:

- *"Governance" - Is there a need/wish to install a Skills/Training Advisory Board to help develop & implement EOSC Training & Skills Strategy?*

- *Where should the the "ownership" of EOSC Training elements/building blocks' land, e.g.*
  - *Who should take responsibility for keeping materials up to date*
  - *Who should take the lead in implementing education about FAIR & OS in the BSc and MSc courses etc*
  - *Identify models for post-project responsibility/ownership*
  - *etc.*

- *Action on AO5 & EOSC-A Board*

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OA 5 Commitment

OA5 group intends to stay together as expert group for the coming months and start moving on the identified actions

- In 2 months organise a follow-up meeting to further work out & consolidate the discussions & action points of the AO5 Sessions of the Winter School

- Liaise with the relevant EOSC Actors for specific action points

- Please let us know if you want to join the OA5 efforts!

Thank you for your attention!

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