



Challenges and opportunities for skills, engagement and adoption in EOSC

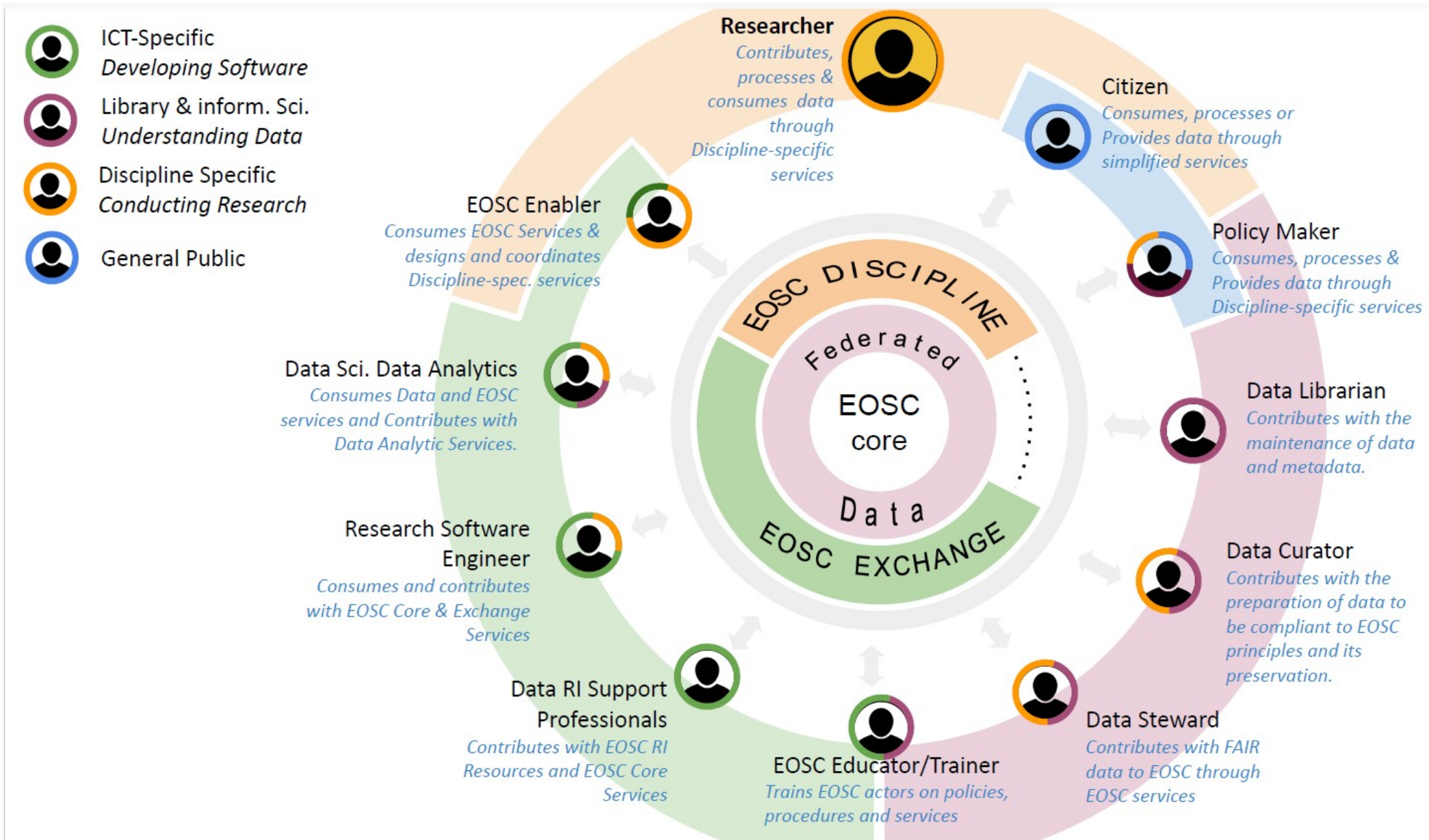
Celia van Gelder (Health-RI, ELIXIR-NL, OA5EG)

EOSC Symposium 2025

5 November, Brussels



EOSC actors in the EOSC ecosystem



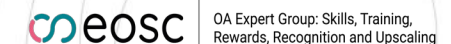
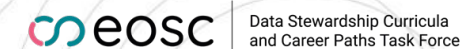
eosc My role and position in the ecosystem

Training Programme Manager Health-RI

- Happily working on building skills and competencies, mostly related to data stewardship, for both data stewards and researchers
- In fact I am working on EOSC General Objective 1: Ensure that Open Science practices and skills are rewarded and taught, becoming the 'new normal'



- Institutional hat
 - Setting up training programme for the national health data infrastructure
- National hats
 - network manager for the national thematic digital competence center for life science & health (TDCC-LSH)
 - lead training programme for the national training and community platform for research data professionals (RDNI)
 - member EOSC-NL working group (preparing EOSC-NL Node)
- European Project hats
 - EOSC4Cancer
 - EOSC-Life
- RI and EOSC hats
 - FI ITXR-NL training coordinator
 - Member FI ITXR Training Platform
 - Lead FI ITMa FI ITXR Management Training Programme
 - co-chair FI ITXR EOSC Focus Group
 - co-chair EOSC-A OA5EG: Skills, engagement & adoption
 - co-chair Task Force Data Stewardship, Curricula and Career Paths (2021-2023)



eosc My activities and challenges

- In all my roles working on
 - Building competences and skills for researchers and research data professionals
 - Developing training materials
 - Delivering trainings to researchers and research data professionals
 - Defining competency frameworks
 - Defining and implementing (national) curriculum
 - Training catalogue(s) and registries (national, RI-specific (e.g. ELIXIR TeSS), etc.)
 - Getting formal job profiles for data stewardship implemented nationally
 - Training certification mechanisms
 - Training related metadata
 - Both in formal education (MSc, PhD programs) as well as in training, peer learning & learning on the job
- Crucial - Engagement and involvement of all stakeholders
 - Know them, motivate them, involve them
 - Shared vision
 - Identify synergies, common goals and joint actions
 - We are doing this together, co-creation
 - Defragmentation
 - Care, share, scale, sustain



eosc And now, the EOSC Federation is coming

- How to adopt and implement EOSC and the EOSC Federation?
- It is an opportunity but also a challenge
- For potential users/researchers
 - explain EOSC - its value & services
 - support needed if they want to use EOSC services;
 - make sure they have the skills to access and use services: training, help desk etc.
- Urgent need for research data professionals (data stewards, etc.)
 - with the appropriate skills
 - we need to have enough of them - training and train-the-trainer need
 - (european) agreement about minimum curricula and competencies would be very useful
 - we need career paths, career possibilities
- For staff building the national and thematic EOSC Nodes
 - guidance needed, following emerging Node specifications (Handbook)
 - services need to be on-boarded
 - helpdesk, consultancy, etc
- **Without proper skills for & engagement from all stakeholders the benefits of EOSC can not be realized!**



EOSC GO1: Ensure that Open Science practices and skills are rewarded and taught, becoming the 'new normal'

OA5EG main objectives:

- To **align and/or integrate and collaboratively advance the skills, engagement and rewards** related activities in EOSC projects, EOSC member organisations and Member States, thereby **focussing on sustainable solutions**
- To **realise the adoption of EOSC** by ensuring research communities and research support staff are engaged, skilled & rewarded

**Title in progress of being updated from Skills, Training, Reward, Recognition and Upscaling*

- **Currently >60 expert members**
 - Bringing together experts from all the member states (EOSC-A members & beyond)
 - institutional, national, RI-level, projects
 - from all scientific disciplines/domains
 - Chairs: Celia van Gelder (Health-RI), Helen Clare (Jisc)
- 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 and rewards & recognition;**
 - in particular we want to tackle this beyond project boundaries and also take it beyond the projects lifetimes (sustainability)
- Combine strength of projects funding and volunteer/in-kind work
- Work towards solving challenges identified in both the national roadmaps as well as in the SRIA
- <https://eosc.eu/opportunity-area-exp/oa5-skills-training-rewards-recognition-upscaling/>

eosc We do not have to start from scratch

EOSC Working Group Skills 2020-202: Report Digital skills for FAIR and Open Science (2021)

EOSC-A Task Forces (2021-2023)

[DOI10.5281/zenodo.11077722](https://doi.org/10.5281/zenodo.11077722)

Data Stewardship Career Paths: Recommendations of the EOSC Task Force Data Stewardship Curricula and Career Paths

April 27, 2024

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Fostering Open Science in Europe: Engagement Strategies from EOSC's Task Forces on Research Careers and Curricula

April 4, 2024

[DOI10.5281/zenodo.10573892](https://doi.org/10.5281/zenodo.10573892)

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January 26, 2024

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December 21, 2023

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May 3, 2024



Report "[Digital skills for FAIR and open science](#)" published February 2021

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Data Stewardship Curricula and Career Paths Task Force

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Research Careers, Recognition and Credit Task Force

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Upskilling Countries to Engage in EOSC Task Force

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Researcher Engagement and Adoption Task Force

OA5EG Thematic Workstreams related to identified challenges

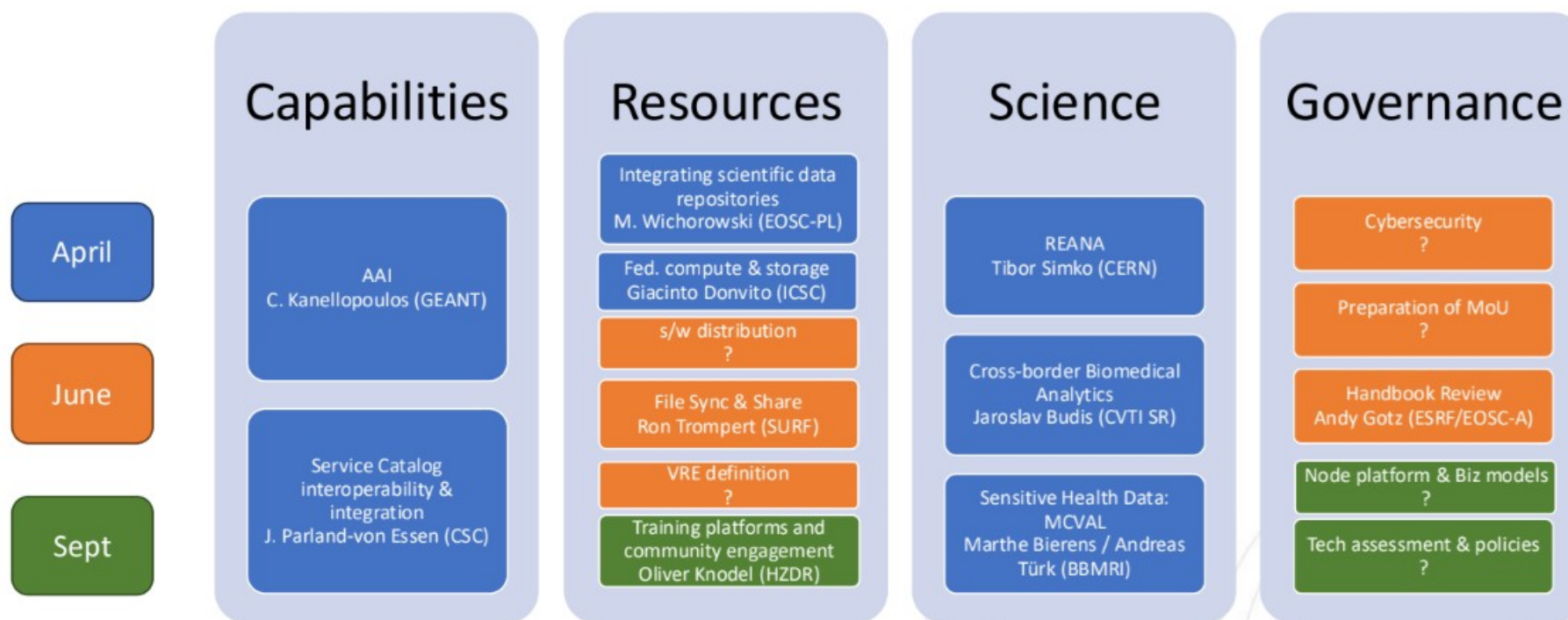
- OA5EG Workstreams identified in 2024 and 2025 EOSC Winter Schools
 - **Engagement & Strategy** (including Competence Centers)
 - **Training Catalogues & Training Infrastructure** (including exploring Training as a Service)
 - **Certification/Accreditation/Recognition**
 - **Training Material, Curricula & Learning Paths**
- Actively engaging with
 - EOSC projects
 - Competence Centers (Skills4EOSC, OSCARS, & beyond)
 - Emerging EOSC Academy (in EOSC Gravity project)
 - EU Node Learning Center
- Connecting skills and engagement activities from institutes, country-level initiatives, national infrastructures, research infrastructures (RIs), (european) projects, across scientific disciplines

Focus areas for OA5EG in the Federation Build up Phase

- **Connect & align with pilot Nodes subgroup Training Platforms and Community Engagement** (Fall 2025) and bring in the expertise of the OA5EG
- Clarify definitions and roles of/in **competence centers**, also in relation to the emerging EOSC Nodes
- Contribute to **EOSC Training Catalogue plans** and activities including **making existing Training Catalogues more findable and visible** and exploring **Training as a Service** in the EOSC ecosystem
- **Advocate & ambassador role** towards the institutes and countries, ensuring engagement and **reaching** end-users; this is crucial for adoption. We'll work closely with EOSC Gravity, as we did with EOSC Focus
- Work with Handbook subgroup to expand training/skills sections in **Federation Handbook v2.0**
 - OA5EG gave feedback to the Handbook Survey October 2025

eosc Structuring and scheduling for subgroups

Restructuring the 18 suggested topics according to the categories and prioritizing them as discussed at the kick-off workshop



Monitoring, evaluation and impact of EOSC Federation activities to be addressed by Build-up Group

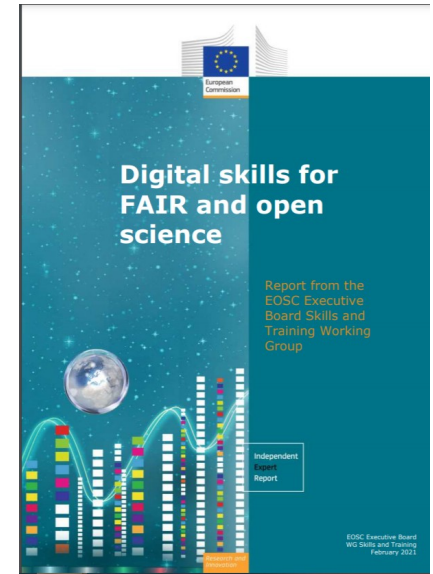
- Join forces between OA5EG and the subgroup Training Platforms and Community

Engagement

- Bundle knowledge and expertise, reduce fragmentation of solutions
 - First contact has been established with lead of the subgroup (Oliver Knodel)
 - Also include
 - EOSC-A Board member (Kamran Naim)
 - EOSC Academy (part of EOSC Gravity)
-
- Develop shared vision for the EOSC Skills & training agenda and move towards implementation together
 - Training & Skills for emerging EOSC Nodes
 - Half the federation KPIs relate to engagement and usage, yet little guidance or requirement on how nodes will do this although we believe this is required in Node Project Charters
 - Training catalogues are required to register as a resource, but no searching across catalogues yet
 - No explicit requirement for minimal metadata standards
 - (Federation of) Training Catalogues & registries in the EOSC eco system
 - Explore training as a service/resource in the EOSC ecosystem
 - Relation Competence Centers & EOSC Nodes
 - etc.

eosc Take home messages

- EOSC Federation is now entering implementation phase
- Without proper skills for & engagement from all stakeholders the benefits of EOSC can not be realized!
- There is a lack of digital skills for FAIR & OS
 - Many actions and recommendations have been formulated for all stakeholder groups
 - Much groundwork has been done, let us build on that
- OA5EG experts are in excellent position to make the bridge between EOSC and the community
 - >60 experts from institutes, with roles in all scientific domains, and/or national roles and/or research infrastructure roles



Report "[Digital skills for FAIR and open science](#)" published February 2021

Thank you for your attention!



Session C - Towards an EOSC skills and training roadmap

Celia van Gelder (Health-RI, ELIXIR-NL, OA5EG)

Helen Clare (Jisc, EUDAT, OA5EG)

Isabel Caetano (EOSC-A/Gravity)

EOSC Winter School 2026, Track 3 Competencies and Training

28 January 2026, Nice



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Session C - Towards an EOSC skills and training roadmap

16:00-17:30

- Intro (20 min)
 - Scope and goal of session C
 - Short recap of where we are with EOSC skills & training
 - Explain themes and setup of the world cafe tables
- Tables discussions (30 min)
- Plenary wrap up, consolidating output of discussions (40 min)
 - reporting back from the 3 tables
 - plenary discussion, including formulation of the mandate of the Competencies and Training Working Group

17:30-18:00

- Preparation of reporting slides for the plenary Thursday Jan 29

Slides: <https://shorturl.at/r6up>



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EOSC competencies & training in 2026

- EOSC Federation is now entering implementation phase
- Without proper skills for & engagement from all stakeholders the benefits of EOSC can not be realized!
 - There is a lack of digital skills for FAIR & OS
 - Many actions and recommendations have been formulated for all stakeholder groups
 - Much groundwork has been done, let us build on that
- Working towards EOSC skills & training roadmap
 - Ensure that **all actors in the European Open Science Cloud (EOSC) skills & training ecosystem take up their defined roles in developing, delivering, and sustaining skills and training needed for FAIR, Open, and reproducible research across Europe.**



Key actors/Stakeholders

- Institutes (some are EOSC-A members, many are not)
- Competence Centers (in all their different shapes and sizes)
- Research Infrastructures (domain specific)
- Training Providers (in the broadest sense of the term)
- (EOSC) projects with training component
- National bodies/projects involved in OS policies implementation
- EOSC Academy
- EOSC Nodes (the people in the Nodes responsible for training)
- Funders
- ...
- Many of them are member of OA5EG!



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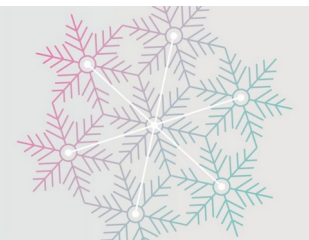
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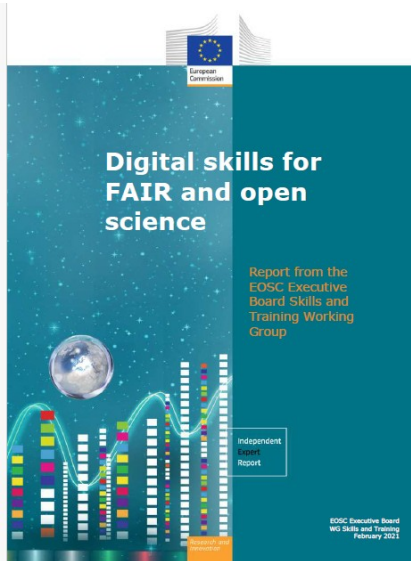


Towards common understanding & way forward for EOSC skills & training

- What are the key themes for which we need to move forward?
- What are the priorities and next steps for each of the key themes
- What is the role each actor can play;
 - EOSC Nodes, OA5EG, institutes/RPOs, competence centers, projects, Training Working Group, etc
- What is the remit and mandate of each actor
- What are the activities that each actor can commit to for the short-term and for the longer term?



Digital skills for FAIR and open science (2021)



Report “[Digital skills for FAIR and open science](#)”

published
February 2021



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- Digital skills for FAIR and open science are a cornerstone of the EOSC’s operations and future.
 - Digital skills: “A range of abilities to use digital devices, communication applications, and networks to access and manage information” ([OECD report](#), July 2020)
 - In the context of FAIR and Open Science, these skills include an understanding of data, software and tools.
- An EOSC network of skilled professionals is essential to bring a culture change for sharing research outcomes, and to empower individuals and institutions to develop and maintain EOSC competences, capabilities and skills.
- The EOSC Skills and Training Working Group provided a framework for building competence and capabilities for EOSC

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Digital skills for FAIR and OS report – 4 Priority Areas

- Developing the next generation of FAIR and open science professionals
 - The framework of all the **EOSC actors (roles) and their interactions**
- Collaborating to enhance digital skills for FAIR and open science in Europe
 - The **concept of competence centres**
- Building a trusted and long-lasting and knowledge hub of learning and training resources and related tools
 - Specifications for the **EOSC federated training catalogue**
- Influencing national open science policy for skills by supporting strategic leaders.
 - **Recommendations for Member States and Associated Countries** on how to support EOSC in national skills policies and strategies.



Main recommendations of the report (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

Report section	Policy makers & funders	Universities & research organisations	Competence centres	EOSC Association	EOSC projects



EOSC-A Task Forces (2021-2023)

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Data Stewardship Curricula and Career Paths Task Force

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Recommendations from OA5EG EOSC Winter Schools 2024/2025

2024

- Harmonise **learning paths and curricula** including data stewards
- Metadata - obtain a commitment to endorse RDA minimal **metadata standards**
- Work towards embedding a **harmonised and certified curriculum for data stewards**
- Become involved in handover of EOSC Future **training catalogue** to EU Node
- Explore **Training as a Service** in EOSC using Galaxy Training Network
- Contribute to Skills4EOSC **Competence Centre** Launch event
- Explore feasibility of a workshop on CCs more broadly at EOSC Symposium 2024
- Increase awareness of CCs at National Tripartite events
- *Work with EOSC Focus to support engagement activities*
- *Support the EOSC Association and projects to reach CoARA objectives*
- Further discussion on **aligning training certification / accreditation**
- Develop a mechanism to provide **strategic oversight, coordination and governance** of EOSC training elements
- Ensure long-term **sustainability** of EOSC training resources

2025

- Close the **communication gap** between EOSC Association / Board and OAEG5
- Further **clarify definitions and implementations** of CCs including their relation to EOSC Nodes
- *Continue to work with EOSC-A and EOSC Focus / Gravity to support ongoing engagement activities*
- Analyse and contribute to **EOSC Federation Handbook**
- *Analyze, align and adopt reward and recognition mechanisms in EOSC*
- Define the vision for the **EOSC Training Catalogue(s)**: what is needed, for whom, and how to get there
- Map and align existing methods to create **learning paths**
- Leverage existing national **competence centres** and strengthen their participation in coordination networks at EU level
- Promote participation in Data Spaces, EU Mission and European Partnerships

“Training” in the EOSC Federation Handbook

5.1 Resource Categories

Resource	Category	Description
Research Training	Mentoring	Educational resources designed to improve data literacy, technical skills, and knowledge of best practices in all aspects relevant to the EOSC. This includes structured courses and schools, webinars, and hands-on workshops

Research Competence Centres	Mentoring	A Competence Centre (CC) is a virtual hub dedicated to fostering research excellence through training and knowledge transfer. In Open Science, CCs are community-based initiatives supported by a collaborative network of people who provide expertise, best practices and services on relevant topics and promote cross-disciplinary collaboration
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“Training” in the EOSC Federation Handbook

5.2.6 Research Training

Training material for research services and other services is essential for scientists to use them properly. **Training material should be made available as an integral part of service delivery and discoverable via thematic domain/national/institutional training platforms.**

EOSC Nodes are encouraged to have domain-specific training platforms where domain specific training materials are registered and findable. **EOSC Nodes should register training platforms with the EOSC Federation so they can be made findable.** In the future, user needs should be gathered to the benefits of a central EOSC training registry.

Inclusion criteria for training resources

In addition to meeting the common inclusion criteria to onboard all resource types, these criteria must be met to onboard training resources:

- Specify the learning outcomes, resource type (e.g. recorded lesson, textbook, activity plan, etc.), content resource type (e.g. video, slides, audio, etc.), and estimated duration (e.g. estimated work hours).
- Be in at least one of the European languages except for metadata information, which shall be available in English.
- Incorporate information about the expected level of training and expertise to be achieved (beginner, intermediate, advanced, all) and required qualifications to access the training resource.

Providers are encouraged to use the Quality Assurance Certification Framework produced by Skills4EOSC.



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“Training” in the EOSC Federation Handbook

6.2 Applying to become an EOSC Node

and standards, including for third party services provided by third parties.

11. **Community engagement:** EOSC Nodes will strive to contribute to community engagement activities of the EOSC Federation, such as training activities, consultations, usability testing, communication, etc. as well as with their designated communities.



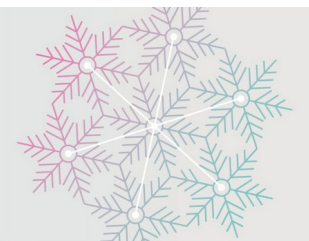
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Towards a mandate for WG Competencies and training

- Aim: Make first draft for the mandate for the new working group for Competencies and Training under the new structure as defined in the EOSC Federation MoU.
- Mandate should mention
 - how it will contribute to the federation in 2026 as it transitions from prototype to production (i.e. formulate 2026 deliverables)
 - indicate supportive Nodes
- Steps after the Winter School
 - finalize mandate with all Nodes that are contributing
 - the process after this stage: the “mandate” should be approved by the Node Coordinators Committee and at least 5 nodes must be willing to participate in the Working Group.



EOSC Nodes

National Nodes
Finland
Germany
Italy
Poland
Slovakia
SURF (Netherlands)
Thematic Nodes
BBMRI-ERIC
CERN
Data Terra
Digital Twin of the Ocean
Life Sciences Connect
PaNOSC
e-Infrastructure EOSC Nodes
EUDAT
EOSC Infrastructure Node
EOSC EU Node

Emerging EOSC Nodes

Node
Ireland
UK
Sweden

Majority of Nodes expressed interest to support and actively contribute to the formulation of the Working Group and its mandate.

Note: no formal commitment was requested at this point in time



Format of Mandate for Working Group

Key elements/template (max 2 slides)

- **Objective**
- **Timeline**
- (Input)
- **Expected output**
- **Composition/participants**
- (Background)

Example mandates

- [EOSC Federation Handbook sub-group](#)
- [Node Enrolment - populating the EEN Metadata knowledge graph with research products and services](#)
- [Memorandum of Understanding subgroup](#)



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Key themes for Session C world cafe (30 min)

- **Table 1: Training for emerging and existing Nodes/ EOSC Academy**
 - building on Session A outcomes
- **Table 2: Competence Centers**
 - building on Session B outcomes
- **Table 3: Training Catalogue(s)**
 - building on Session B outcomes
- Choose your preferred theme/table
- Each table will start with their first theme. If there is time left, please proceed to the other two themes.
- For each table there are 2 slides to fill during the discussion:
 - Notes
 - Summary for reporting in the plenary of Track 3



Table 1: EOSC Academy /Training for and in (emerging) EOSC Nodes

Defining the next steps

- We aim to build on the Session A outcomes
- Questions for this table:
 - Training/supporting the EOSC Nodes: What is needed to train the (emerging) Nodes to enrol and onboard in the Federation
 - Who needs to do what and with what timeline?



Table 2: Competence Centers

Defining the next steps

- We aim to build on the Session B outcomes related to Competence Centers
- Questions for this table:
 - What are the next concrete steps for CCs in EOSC?
 - Who needs to do what and with which timeline?
- EOSC-01-04: Results of call will affect the CCs (mid-February for the results)
- Make sure that CCs without a clear link to a node are not forgotten/linked to the federation!
- Every node should have a CC
 - skills for Open Science
 - skills for using the Node's tools & services
 - help with support maybe? ← but not being the helpdesk of its Node!



Table 3: Training Catalogue(s)

Defining the next steps

- We aim to build on the Session B outcomes on Training Catalogue(s)
- Questions for this table:
 - What are the next concrete steps for Training Catalogue(s) in EOSC?
 - Who needs to do what and with which timeline?



Table 1: EOSC Academy

EOSC Academy - Notes

Question 1) What is needed to train the (emerging) Nodes to enrol and onboard in the Federation

To define a baseline curriculum that could be used for all Nodes, a homogenized approach based on the common needs

To understand the different EOSC Federation stakeholders, including all Nodes

To understand the landscape

To identify, as an **entry level**, an area called “Getting introduced to the Federation” ...the Who is Who, Who is behind the Federation (glossary, structured area targeting different stakeholders for example: Organisations aiming to become a Node, Policy makers... other decision makers)

Example: Elixir - Your Role (RDM Kit)

There is a need for a **roadmap on how an existing service could be onboarded in an existing Node**. More than 20 projects need to know this...Requirement, Process etc

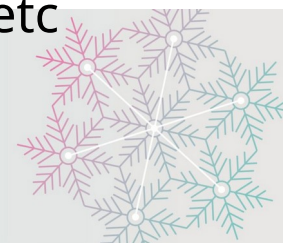


Table 1: EOSC Academy

EOSC Academy - Notes

Question 1) What is needed to train the (emerging) Nodes to enrol and onboard in the Federation

Matchmaking mechanism (to be discussed if this should be done via the Federation or via the Academy)

Legal support (and onboarding rules/policies)

Templates and guidelines



Table 1: EOSC Academy

EOSC Academy - Notes

Question 2: Training/supporting the EOSC Nodes: Who needs to do what and with what timeline?

Ecosystem perspective: interactions/connections between EU Node, National, Thematic and other nodes...

The EOSC Academy should collect inputs from the EU Node

The EOSC Academy should discuss if it is relevant to include some guidance for the creation of CC within the Nodes

The EU Node can share experiences and that can serve as guidelines

Best practices



Table 1: EOSC Academy

EOSC Academy - Summary

Please summarize main outcomes for reporting back in the plenary Track 3
Also pay attention to indicate which stakeholder should do what

Action	Lead	Others involved	Activities & Outcome	Timescale / Priority



Table 2: Competence Centers

Competence Centers - Notes

- EOSC-Academy is serving the nodes, the CCs are serving the end users
- EOSC-01-04: Results of call will affect the CCs (mid-February for the results)
- Make sure that CCs without a clear link to a node are not forgotten/linked to the federation!
- Every node should have a CC
 - skills for Open Science
 - skills for using the Node's tools & services
 - help with support maybe? ← but not being the helpdesk of its Node!
 - include AI in our vision

The working group should invite:

- CC representatives from CCs that exist outside the nodes
- OA5 members
- representatives of EOSC related projects



Table 2: Competence Centers

Competence Centers - Summary

Please summarize main outcomes for reporting back in the plenary of Track 3
Also pay attention to indicate which stakeholder should do what

Action	Lead	Others involved	Activities & Outcome	Timescale / Priority



Table 3: Training Catalogue(s)

Training Catalogue(s) - Notes

Link to Session B https://docs.google.com/presentation/d/1Ba-WbxmPNzZlbSXOH7PO_NdHujxckU5CsmE63N_W9Q/edit?slide=id.g3bfab64b6477f8_1_329#slide=id.g3bfab6477f8_1_329

Central search point on top of federated catalogues

- Need to feed data into EOSC Catalogue
- Each node should have its own catalogue
- Agree on minimal metadata

Versioning

Linking 'packages' of materials

Use of AI

Learning pathways (by

Competences and Training WG

- Create a model to propose to nodes then integrate into handbook
 - Functions of Node - IT, services, skills
 - Handbook - needs to define competences and skills requirements of nodes (metadata curation, contextualisation).
- In consultation with OAE G5



Table 3: Training Catalogue(s)

Training Catalogue(s) - Summary

Please summarize main outcomes for reporting back in the plenary of Track 3
Also pay attention to indicate which stakeholder should do what

Action	Lead	Others involved	Activities & Outcome	Timescale / Priority

Actions/next steps

Action	Lead	Others involved	Activities & Outcome	Timescale / Priority



Draft Mandate for WG Competencies and Training

- Objective
- Timeline
- Expected output
- Composition of WG
- Formulate relation WG <-> OA5EG



Notes Mandate Discussion

- Objective
 - improving integration of skills and training in the EOSC Federation
 - both Nodes and end user training
 - Define and promote the ecosystem of training for the EOSC Federation
 - Provide contributions to the EOSC Academy, CCs and the Users Forum
- Expected output
 - 2026 Deliverable:
 - minimal metadata schema for training (events/materials/methodology)
 - Pilot for metadata transfer from sources like catalogue/registry/website into the EOSC EU node catalogue
 - Defined competencies and skills requirements for nodes and services in the EOSC Handbook
 - Later:
 - A model of the structure and integration of competences and skills in EOSC Nodes and Federation
- Composition of WG
 - Training specialists from the Nodes
 - Liaisons/invited guests: OA5EG, relevant EOSC projects (EOSC Academy, EOSC-01-04 project, ...)



Thank you for your contribution to Track 3!



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