



Plenary Session 3: **How to attract and keep talent in Europe?**

Panel:

Moderator and contributor: *Dr Giovanni Colombo* - EIT Governing Board and Executive Committee

Panellists:

Ling Tong - International Ph.D student, Katholieke Universiteit Leuven

Prof. Mary Bownes - Vice Principal, University of Edinburgh - LERU Representative

Naeem Zafar - Haas Business School - University of California Berkeley

Deutscher Akademischer Austausch Dienst (DAAD) representative (tbc)

The context:

The competitiveness of Europe is dependent on a sufficient supply of a qualified, entrepreneurial and creative workforce and this need will continue to grow in the years ahead. The EU will, for example, need at least one million new research jobs if it is to reach the R&D target of 3% and the number of researchers necessary is significantly higher, as many researchers will retire over the next decade. Also, the number of researchers in Europe as a share of the population is well below that of the US, Japan and other countries.

In order not to lose innovative investments and keep and attract talent in Europe, these workers should be offered attractive careers and easy mobility across sectors and countries. However, most European universities do not attract enough top global talent and relatively few universities are in leading positions in existing international rankings.

The recently published European Commission communication "Innovation Union" underlines that more needs to be done to address „innovation" skills shortages as this is crucial to accelerate the development and the adoption of innovative business models by European enterprises, especially SMEs. Businesses should also be more involved in curricula development and doctoral training so that skills better match industry needs.

It will also be important to attract investment and to create an attractive job space for talented people to stay in Europe and pursue challenging careers.

Questions:

- What are the strengths that Europe can build on in order to attract and keep talent?
- What are the weaknesses that need to be addressed in comparison with countries like the U.S, Japan, India and China?
- How can Europe brand itself better in order to attract talent, including aspects such as cultural diversity, creativity and leadership?
- How can the KICs become a magnet in attracting international top talent?
- What support can the EIT offer in order to encourage young people to become researchers and that these are offered internationally competitive careers in order to attract and keep them in Europe?
- How can the EIT/KICs support the creation of an attractive job space to incentivize young talented people to stay in Europe?