



Rev 15/04/2015

Mobility for Growth

Programme

1. VINNOVA – promoting mobility and collaboration

Sweden needs a strong, creative human resource base that is internationally and intersectorially mobile and possessing the right combination of skills to innovate and convert knowledge and ideas into products and services which grow the economy and benefit society. Specifically, this will be achieved by supporting attractive career opportunities for experienced researchers in both public and private sectors and encouraging them to move between countries, sectors and disciplines to enhance their creative and innovative potential. A mobile career should be a strong future merit in all sectors conducting research; it will significantly enhance the innovativeness of the private and public sectors by promoting intersectorial mobility.

VINNOVA's Mobility for Growth programme is implemented by partnerships of universities, research institutions, research infrastructures, businesses, SMEs and other socio-economic actors from different countries across Europe and beyond. Individual institutions which can provide the same enriching environment will also be supported. The programme duration is from 2012 to at least 2018 and there is currently an overall budget of EUR 35 million, of which EUR 10 million is co-funding from Marie Curie Actions (European Commission).

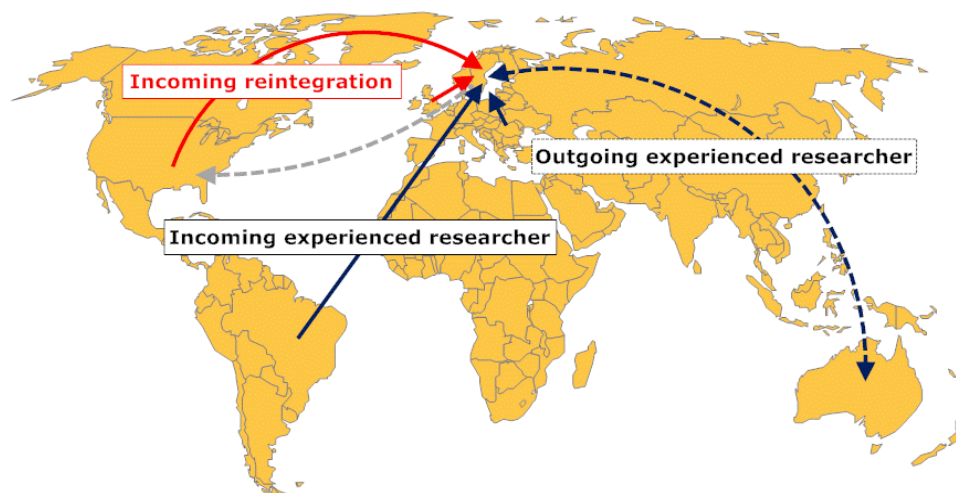
The overall objective for the programme is to support career development for individuals through mobility. The programme has a funding mechanism for incoming and outgoing transnational mobility for experienced researchers (including a reintegration phase for outgoing mobility), and it promotes active international collaborations between milieus.

Overall objectives of the programme:

- *Intersectorial mobility* – Promoting mobility between the private and public sectors.
- *Transnational mobility* – Promoting researcher mobility and developing attractive careers.
- *Qualified future leaders in R&I* - Advancing training and skills demand by enhanced human resource management in highly competitive environments.
- *Equal opportunities* – Advocating and promoting a better work/life and gender balance through flexible working arrangements under full employment contracts.
- *Supporting mobility as a merit* – A mobile career should be a strong future merit in all sectors conducting R&I.

The programme Mobility for Growth will address the increased demand of highly skilled workforce, but not only the quantity of highly qualified researchers but also the quality of their skills and their relevance to the private sector¹. The programme is expected to result in the presence of significantly more research-qualified individuals who can become future leaders in public and private R&I organisations.

¹ Eurostat project on Careers of Doctorate Holders (CDH), OECD DSTI/DOC(2010)4.



2. Who is this programme intended for?

The Mobility for Growth programme targets experienced researchers *who have a doctorate or at least four years' full-time equivalent research experience* and who are interested in mobility as a career development option. Actions will be open to training and career development activities within all research and innovation domains.

The programme will also promote gender equality, as noted in VINNOVA's mission statement. This means the programme is open to applications from all researchers, but that the underrepresented gender may be given strategic preference in areas where there is great need to equalise gender imbalances.

The same applies in regard to the EU working life rules², which state that it is permissible to use positive action to achieve equality impacts for an underrepresented gender in the case of active recruitment. According to its official mandate³, VINNOVA is to promote gender equality within its fields of operation.

3. Why take part in the Mobility for Growth programme?

Employees are becoming increasingly selective in their choice of employers; high salaries are no longer the main criterion when selecting a job. Flexible working arrangements and non-discriminatory gender policies seem to play a key role in attracting highly skilled and competent staff, whilst also helping create more competitive organisations.

Mobility for Growth supports career development for **experienced researchers** at different stages of their careers and seeks to enhance their individual competence. It fosters diversification in skill acquisition at multi or interdisciplinary level as well as offering intersectorial experiences aimed at supporting researchers in attaining and/or strengthening a

² Badeck et al, case C-158/97, Marschall C-405/95, Lommers C-476/99, Abrahamsson et al C-407/98.

³ http://www.vinnova.se/upload/dokument/Om_VINNOVA/VINNOVAs_roll/instruktionen.pdf

leading independent position such as principal investigator, professor or other senior positions in education or enterprise.

The programme provides financial support to individual R&I projects presented by the **experienced researchers** in liaison with a legal entity. VINNOVA provides financial support for advanced training and transnational mobility for a period of 12 to 36 months (full-time equivalent). Experienced researchers in Swedish private sectors can alternatively be provided with financial support during 3 months (full-time equivalent) for international mobility.

The Mobility for Growth programme also differs from other research and innovation programmes in that the emphasis is on the individual and their mobility within the project and not just the quality of research alone.

4. Background

One of the main limitations in science, technology and innovation is the quantity and quality of human resources. Investing in research and innovation (R&I) is seen as stimulating economic growth and implies that a highly qualified workforce is available.

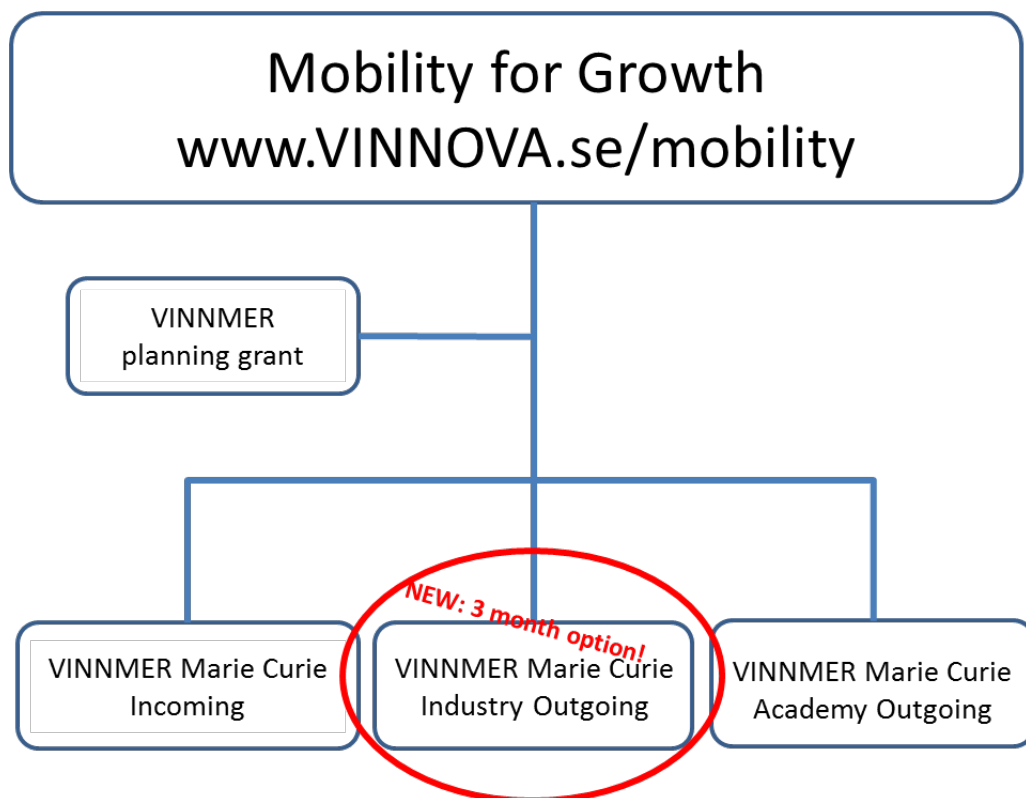
To benefit from the worldwide knowledge base, Mobility for Growth will be open to universities, research institutions and infrastructures, businesses and other socio-economic actors. Mobility for Growth will promote qualification routes in partnerships of industrial participants. There will also be support for individual institutions able to provide the same enriching environment|. Moreover, given the systemic weakness that there still are relatively few women qualifying compared to men, one strategic target might be to highlight these differences.

In its Research Bill 2012⁴, the Swedish government has identified two missing links in the Swedish research and innovation system as being a) the recruitment of highly experienced international researchers and b) career opportunities for young researchers.

⁴ *Research and Innovation*, bill 2012/13:30.

5. Further development of the Mobility for Growth programme

VINNOVA would like to see Mobility for Growth as an umbrella for all activities and programmes supporting individual career development. This umbrella could also include programmes organised in collaboration with other funding institutions.



6. Impacts

Overall, VINNOVA's financing should promote sustainable growth in Sweden. Programme impacts are an expression of what VINNOVA expects the programme to promote. In terms of result objectives, the original programme as a whole (2012-2018) should provide over 100 experienced researchers with opportunities for further research qualifications and career development.

Key impact elements:

Short term (during the programme):

- Interview/questionnaire shows the value of the programme to the individual's qualification during the project.

Medium term (five years after the programme's conclusion):

- At least 25 projects have resulted in lasting international collaboration involving the private sector after conclusion.

- At least 15 projects have resulted in lasting international collaboration between public sectors.
- 80 per cent of VINNMER Marie Curie Fellows have boosted their careers.

Long term (10 years after the programme's conclusion):

- At least 25 VINNMER Marie Curie Fellows are in leading positions in the private or public sectors.

7. Mobility for Growth in relation to VINNOVA's long-term goals

A long-term goal for VINNOVA is to support the universities to develop their own strategies to better link their activities to the needs of society and industry. Moreover in the Research Bill 2012⁵ VINNOVA has been appointed to develop and validate a model for appropriations based on assessment of collaboration. The programme Mobility for Growth links to this work and the programme support the demand from universities to increase mobility.

8. Contacts

Additional information about the call can be obtained from:

Erik Litborn, Programme Director

Tel: +46 8 473 31 98

Erik.Litborn@VINNOVA.se

Lena Rimsten, Programme Manager

Tel: +46 8 473 31 24

Lena.Rimsten@VINNOVA.se

Ebba Lindegren, Programme Manager

Tel: +46 8 473 32 46

Ebba.Lindegren@VINNOVA.se

Tommy Schönberg, Programme Manager

Tel: +46 8 473 30 30

Tommy.Schonberg@VINNOVA.se

Katrin Danerlöv, Programme Manager

Tel: +46 8 473 30 26

Katrin.Danerlov@VINNOVA.se

Eva Nyström, Administrator

Tel: +46 8 473 31 21

Eva.Nystrom@VINNOVA.se

⁵ *Research and Innovation*, bill 2012/13:30.