

NextTechTalents

Establish a Talent Ecosystem to Increase the Competences and Future Employability of Early-Stage Researchers Emphasising the Deep Tech Sector

✉ office@nexttechtalents.eu

🌐 www.nexttechtalents.eu



@NextTechTalents 

nexttechtalents-project 

@NextTechTalents-Project 

Project Background

Research careers are often shaped early and can be difficult to redirect later, with many early-stage researchers (R1 and R2) in the EU facing challenges in navigating diverse career paths. Fragmented transitions between academia, industry, the public sector, and entrepreneurial ventures—along with the absence of cohesive frameworks—have hindered career mobility, skill development, and employability, particularly in fast-growing fields such as AI, digital transformation, and deep tech. NextTechTalents addresses these challenges by creating talent ecosystems that integrate these sectors, ensuring researchers gain the skills to transition between academia and non-academic environments, including entrepreneurial opportunities. By supporting researchers in building various skills, the project helps them commercialise innovations and pursue different ventures, contributing to a sustainable talent pool across the European Research Area.

NextTechTalents, aligned with the goals of the European Research Area, aims to create a robust and sustainable talent ecosystem, fostering talent circulation across sectors and enhancing employability and mobility. The project develops tailored career services, mentoring programs, and training modules based on the ResearchComp framework to equip researchers with the tools for both academic and non-academic pathways.

NextTechTalents will create a comprehensive Handbook for HR managers and training providers within research and innovation organizations. This handbook will guide the integration of the NextTechTalents Training System, promote interdisciplinary skills acquisition, and strengthen collaboration across academia, industry, and entrepreneurial ventures. By addressing mobility, cross-sector employability, and inclusive career support, the project will help early-stage researchers thrive in evolving, competitive sectors.

Project Objectives



CONSOLIDATE knowledge on limitations and barriers for early-stage researchers, including investment barriers, access to funds and capital, visibility, and partnerships creation.



ENHANCE the employability and mobility of early-stage researchers through tailored training and mentorship programs, improving their alignment with labour market needs.



IMPLEMENT and refine training systems and career development frameworks through real-world validation, feedback sessions, and continuous optimisation across organisations.



MAINSTREAM the ResearchComp framework and the European Charter for researchers across all participating organisations in addition to promoting diversity and inclusiveness.



MAXIMISE dissemination and exploitation of results through stakeholder engagement, partnerships, continuous online presence, events, and collaboration for lasting impact.

NextTechTalents

Project Facts

Duration

06/2025 to 09/2027

Programme

HORIZON EUROPE
HORIZON-WIDERA-2024-
ERA-02-03
Coordination & Support
Action

Grant ID

101217112

Coordinator

MINDS & SPARKS GmbH

**FOLLOW US
& FIND OUT MORE
ABOUT OUR LATEST
DEVELOPMENTS**

www.nexttechtalents.eu
 office@nexttechtalents.eu
 [@NextTechTalents-Project](https://www.youtube.com/@NextTechTalents-Project)
 [nexttechtalents-project](https://www.linkedin.com/company/nexttechtalents-project)
 [@NextTechTalents](https://twitter.com/NextTechTalents)



**Funded by
the European Union**

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or European Research Executive Agency. Neither the European Union nor the granting authority can be held responsible for them.

MINDS & SPARKS

