



YUFE Approach to Doctoral and Postdoctoral Training

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Milestone 6.2 – Start of “Postdoctoral Training and Development Scheme” Pilot Programme

Introduction

This milestone marks the official launch of the YUFE pilot on Postdoctoral Training and Development, following an extensive preparation and co-creation process involving experts and postdoctoral researchers from across the YUFE Alliance and based on a shared vision statement outlining common principles for postdoctoral training and development. This document describes the start of this scheme, by including details regarding communication, participants, etc.

Communication

A coordinated YUFE-wide communication campaign was launched between August and October 2024, with all 10 partner universities opening calls for participation. Every YUFE university spread the word about the pilot as broadly as possible. Deliverable 6.2 “Report on the YUFE Pilot on Postdoctoral Training and Development” will contain the outcomes and methodology, while this milestone refers to the start of the pilot described in that deliverable.

All 10 YUFE universities opened up a call for participation in the YUFE Pilot on Postdoctoral Training and Development in the course of September and October 2024. Communication material was prepared by UAntwerp as example material but every university could adapt the communication material and communication strategy to their own personal needs to maximise participation potential. Other universities also shared their communication materials so as to maximise their potential use. Examples of this local communication can be found in the figures below. All materials have been collected and are available upon request.

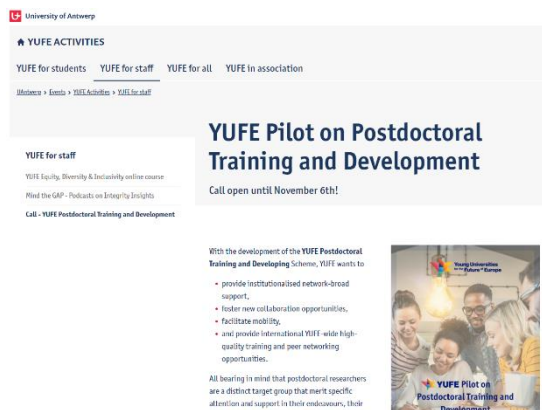


Figure 1: Webpage at the University of Antwerp; This serves as an example, similar communication was made by the other partners



Figure 2: Mailing of UC3M to postdocs; This serves as an example, similar communication was made by the other partners

Besides local communication, global communication at the YUFE-level was organised. Various webpages and social media were targeted to invite postdocs to the YUFE Pilot on Postdoctoral Training and Development. Examples of communication activities are provided below.

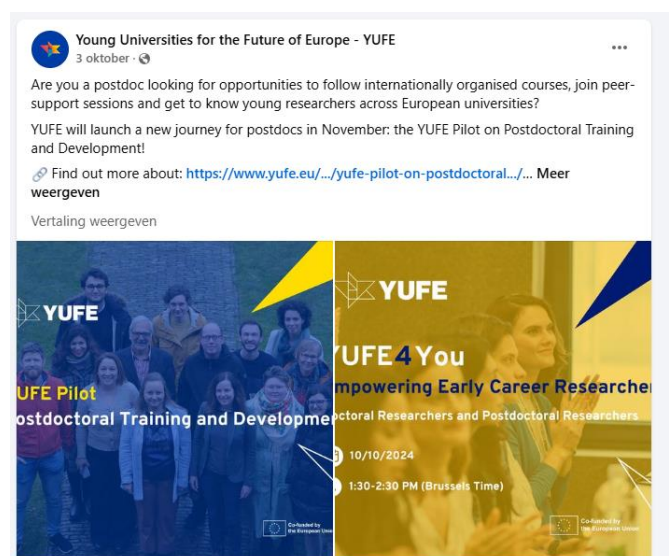


Figure 3: Facebook post about the pilot on Postdoctoral Training and Development and the YUFE4you event for Early Career Researchers on October 10th; Similar posts were shared on LinkedIn, Instagram and Twitter

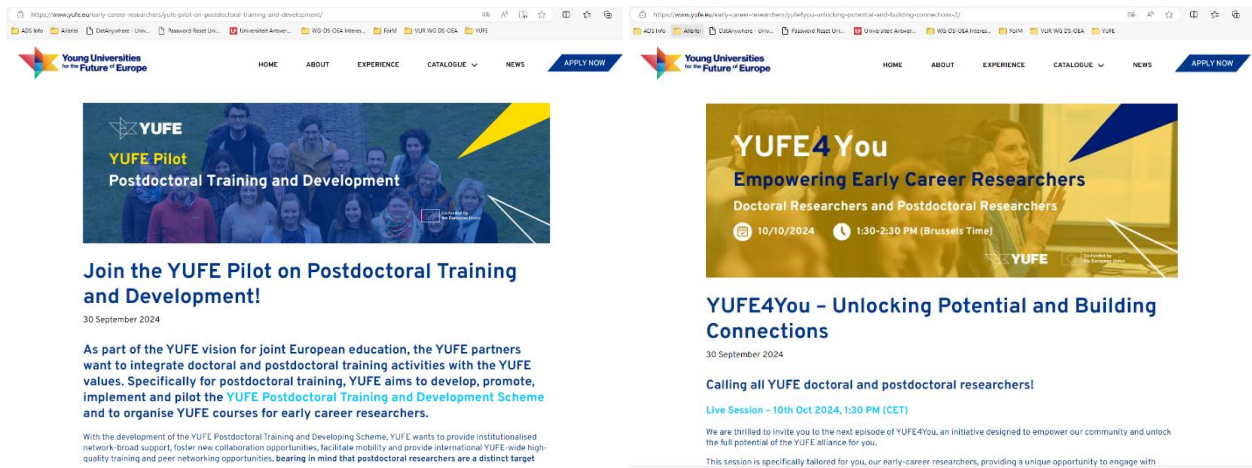


Figure 4: Website article about the YUFE pilot on Postdoctoral Training and Development

Figure 4: Website article about YUFE4You

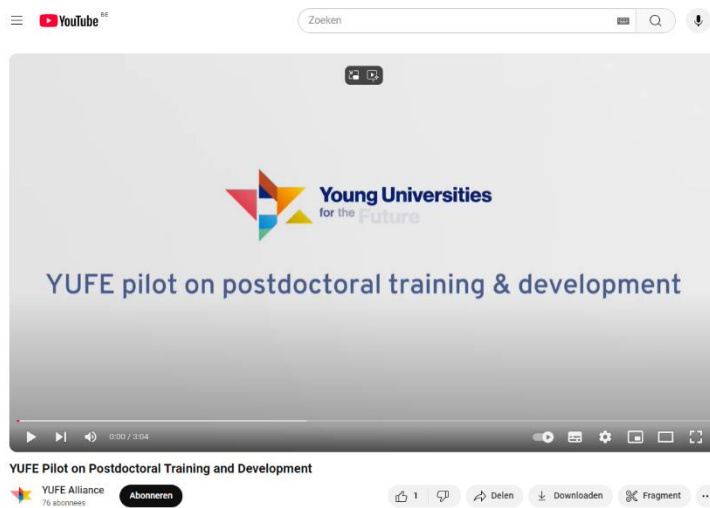


Figure 6: YouTube video about the YUFE Pilot on Postdoctoral Training and Development

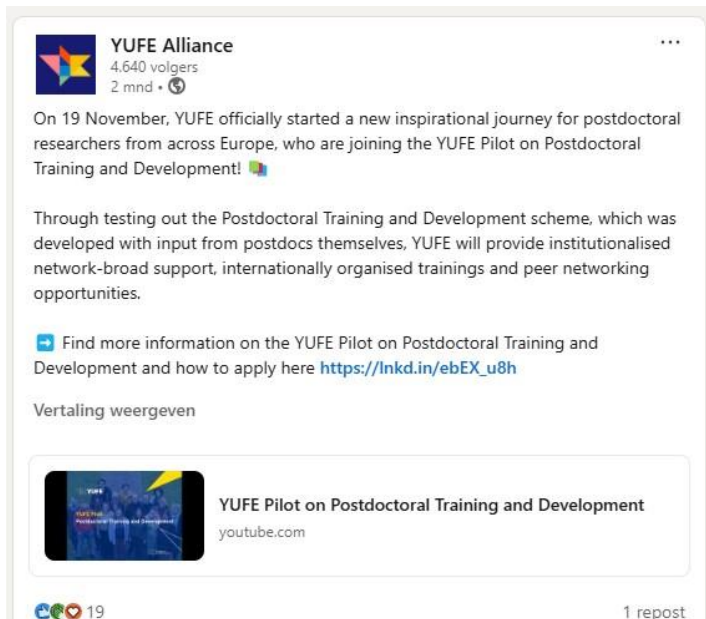


Figure 7: LinkedIn post on the start of the journey for postdoctoral researchers; Similar posts were shared on Facebook and Instagram.

Participants

By 19 November 2024 when the first YUFE-wide virtual kick-off was organised, we had a total of 135 participants. There is no cut-off registration date to enable as many postdoctoral researchers to participate in the pilot programme (even after this kick-off), as the programme is open and flexible without any mandatory aspects.

Virtual kick-off event

The YUFE-wide virtual kick-off of 19 November 2024 was the first interuniversity initiative (and the second being the YUFE-wide virtual kick-off on 28 November) that was part of the YUFE Pilot on Postdoctoral Training and Development. This start of the pilot marked a crucial turning point, from preparation to actual implementation of the coherent postdoc scheme.

From the focus group, organized on 19 June 2024 to gather insights from a diverse group of postdoctoral researchers, it had become clear that postdoctoral researchers have little spare time to take part in courses and/or extracurricular activities, preferring an online format for trainings and initiatives of a short type and that they are also looking for semi-structured environments to share their experiences with peers. Bearing this in mind the kick-offs were both organised online and strictly kept to a timeframe of maximum 1.5 hours while incorporating enough time for them to meet and share experiences virtually in a semi-structured environment with YUFE-representatives as presenters and moderators from across the different YUFE universities.

Deliverable 6.1, 'Report on the YUFE Postdoc Training and Development Pilot', includes an evaluation of the pilot, with particular attention to its strengths and weaknesses.

Conclusion

This milestone represents a tangible advancement toward YUFE's strategic goal of creating inclusive, impactful, and structured postdoctoral support across its partner institutions. The pilot is officially launched with 10 YUFE universities involved. A summary of the achievements is outlined below.

- Pilot officially launched: 10 YUFE universities involved
- Communication campaign executed: multi-channel, multi-institutional
- Participation: 135 postdoctoral researchers registered by 19 November 2024
- YUFE-wide kick-off events: 2 online sessions completed, short-format in line with postdoc preferences

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