

ERA TALENTS 2024 CALL ([HORIZON-WIDERA-2024-TALENTS-03-01](#))

FREQUENTLY ASKED QUESTIONS

(as of 28 June 2024 – compiled from FTOP by TC Prague)

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, what is the difference between ERA Talents and ERA Fellowships?](#)

ERA Fellowships are aligned in content and procedure with the MSCA Postdoctoral Fellowships, a Training and Mobility Action targeting individual postdoctoral researchers with a host organisation in a widening country.

ERA Talents projects are Coordination and Support Actions, targeting consortia of at least three independent legal entities established in three different Member States or Associated Countries as beneficiaries. The coordinator must be established in a Widening Country and at least one beneficiary must be established in a different Widening country. ERA Talents projects must include academic and non-academic entities. Umbrella organisations or national/regional associations may participate. ERA Talents projects should promote inter-sectoral collaboration in R&I through cross-sectoral exchange of staff (researchers, innovators, and other R&I talents) with a focus on Widening countries.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, are there any age limitations for participants in ERA Talents?](#)

Secondments are open to individual staff members at any stage of their career. The call does not specify any restrictions regarding the age of the staff to be seconded, i.e. no minimum and no maximum age. National law governing the appointment of staff must be complied with.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, can only current staff of the consortium partners be seconded, or also new staff?](#)

Current staff as well as new staff can be seconded. Contrary to the previous (2022) call, there are no specific requirements on this.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, in the proposal do applicants have to outline a recruitment procedure for the participants of the secondments or do they propose concrete candidates for secondments?](#)

Applicants are requested to provide, in the secondment table included in the proposal template, an estimate of the number of 'ERA talents' along with other information (category of staff, sending institution, hosting institution, duration of secondment). Concrete candidates for secondment are not requested at the application stage.

Applicants should explain the methodology for selecting participants to be sent on secondment and how this addresses the aim of the programme.

It should be noted that recruitment is not part of the ERA Talents call and therefore no tasks or costs related to this should be included.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, why is it advantageous for the seconding organisations to promote job mobility? Doesn't that mean they would leave the company?](#)

The ERA Talents action aims to offer new skills acquisition and career development perspectives to participating staff members, and also to increase access to knowledge as well as increased collaboration between the institutions involved.

Where relevant, a return plan for the seconded staff, in particular if the sending organisation is located in a Widening country, has to be established. The return plan should define the support package after the secondments are ended.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, how many secondments are permitted per project? What is the duration of a secondment, and can stays be distributed over different hosts?](#)

Staff can be seconded once, or multiple times, within the project duration. The total number of secondments and the length of each exchange is the choice of the consortium, within the limits of the specific conditions of the call.

The total amount of time that an individual staff member can be on secondment is a maximum of 24 months (independently of the number of organisations the staff is seconded to) and may be split into several stays with one or several beneficiaries.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, does “intersectoral mobility” involves only companies or can it be a cluster, knowledge multiplier or public entity hosting an innovation department etc.?](#)

Applicants must include participants from both academic and non-academic sectors. Umbrella organisations or national/regional associations may participate in the action.

The work programme defines the academic sector as public or private higher education establishments awarding academic degrees, public or non-profit research organisations for whom one of the main objectives is to pursue research or technological development, and International European Research Organisations (IERO). The non-academic sector means any entity not included in the academic sector and fulfilling the requirements of the Horizon Europe Rules for Participation. This includes all fields of future workplaces of researchers and research and innovation talents, e.g., industry, SMEs, independent research infrastructures (e.g., ERICs), government, non-academic public bodies, private research organisations, civil society organisations, international organisations, cultural institutions, hospitals, etc.

Secondments should be between different sectors (from academic to non-academic or vice-versa) or between non-academic participants; secondments can take place between academic participants in the specific case of other R&I talents.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, are PhD students eligible to benefit from ERA Talents?](#)

The work programme clearly states that the secondments must be of “staff members”. Therefore, there would need to be a formal, contractual, relationship between the person on secondment and the institution and that is legally valid according to the national legislation. PhD agreements are work-orientated and therefore, PhD students are eligible to be sent on secondment (contrary to the previous (2022) call).

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, can costs of e.g. materials for workshops / trainings etc during secondments be funded \(e.g. laboratory consumables used during training\)?](#)

Yes, this would be possible. The grant covers expenses related to the ERA Talents participating organisations and individual talents (staff members) hosted/seconded (administrative costs, training costs, travel and subsistence costs and salaries for seconded staff, and costs associated with dissemination & communication and knowledge transfer).

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, I am working at the university as grant officer. Could I apply for secondment at another university, or must it be outside of academia?](#)

Secondments should be between different sectors (from academic to non-academic or vice-versa) or between non-academic participants; secondments can also take place between academic participants but only in the specific case of other R&I talents. In any case, all secondments must involve a participant from a Widening count.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, what is meant by other R&I talents?](#)

Next to supporting mobility of researchers and innovators, ERA Talents action is also explicitly open to exchanges of other research and innovation (R&I) staff, for example administrative, managerial, and technical staff supporting R&I activities and capacities in their organisations. This might include research managers, research infrastructure operators, technology transfer officers, data stewards, etc.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, do supported staff members need to be paid by the sending institution or they can work unpaid prior to the secondment?](#)

The work programme clearly states that the secondments must be “staff members”. Therefore, there would need to be a formal, contractual, relationship between the person on secondment and the institution and that is legally valid according to the national legislation.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, can the secondment plan be changed in the course of the project implementation? For instance, change of Talent; change of secondment duration; change of host institution etc.](#)

Yes, it would be possible. Amendments are mandatory for all substantive or important changes to the Grant Agreement. Applicants should request an amendment unless the changes to the Agreement would call into question the decision awarding the grant or breach the principle of equal treatment of applicants. Rules of amendment are specified in the “Annotated Grant Agreement” for EU Funding Programmes 2021-2027: https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/common/guidance/aga_en.pdf

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, is there a fixed price that has to be paid to the supported staff for the secondment or does it depend on each organization?](#)

No pre-determined rates or unit costs are established to support the ERA Talents (staff) when going on secondment (different from MSCA).

The use of either unit costs or actual costs must be in accordance with the participant’s usual cost accounting practices.

In the case of secondment of staff between beneficiaries/affiliated entities: “the beneficiary/affiliated entity who employs the person ... has to declare its costs (NOT the beneficiary/affiliated to whom the person has been seconded).”

Travel and subsistence costs of the seconded staff can be charged to the project.

[Under the call HORIZON-WIDERA-2024-TALENTS-03, can the sending institution decide on which type of costs \(salary and secondment\) they want to assume in every secondment, and can it be reflected in the budget table?](#)

Personnel costs associated to secondments are accepted only for the beneficiary/affiliated entity who employs the person and which has to declare its costs. It is not accepted for the beneficiary/affiliated entity to whom the person has been seconded.

However, if it is operationally relevant, travel and subsistence costs associated to the secondments are accepted for any beneficiary declaring them, as long as they are in line with their normal institutional / accounting practices.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, what does “umbrella organisations” mean?](#)

An umbrella organisation is an association of institutions which work together formally to coordinate activities and/or pool resources. In economic, research and other environments, it provides resources and identities to the smaller organisations.

In the context of this call, an umbrella organisation means an association of academic or non-academic organisations, applying as one single entity to implement the action. Umbrella organisations or national/regional associations can participate in this call.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, what does “ERICs” mean?](#)

ERIC stands for European Research Infrastructure Consortium. It is a specific legal form that facilitates the establishment and operation of new or existing Research Infrastructures with European interest, on a non-economic basis. The ERIC becomes a legal entity from the date the Commission decision setting up the ERIC takes effect.

For this call, ERICs are considered as non-academic, as per the Work Programme (c.f. call-specific eligibility conditions).

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, who are the potential “participants” that can apply for secondment?](#)

The participants (or applicants) are the entities participating in the action as beneficiaries, affiliated entities, associated partners, third parties giving in-kind contributions or subcontractors.

In the context of this call, secondments are only allowed for beneficiaries / affiliated entities and for associated partners.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, if the duration of the secondment is divided into several phases, are travel costs budgeted for each trip or is it allowed to plan costs for only one departure and return?](#)

As indicated by the Call, the proposals are expected to establish a Personal Career Development Plan for seconded staff, including where relevant a return plan for the seconded staff. Although the call does not provide any limitation, applicants will be evaluated on the way such a return plan is designed.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, can the same individual Talent have different status \(category\)?](#)

In relation to the secondment table (Table 1 of the proposal template Part B) to be filled in, each Talent refers to the same person to be sent on secondment (either one secondment or several / multiple stays). Since this Talent is the same person, he/she should have the same status/category (e.g.: Administrative staff; or Researcher; or else) for all the different secondments or stays.

[Under the call HORIZON-WIDERA-2024-TALENTS-03-01, can joint doctoral programmes be established with non-academic sector, and part of the proposal to be dedicated to the monthly stipend of the PhD scholar - not a working contract but a fellowship?](#)

The establishment of joint doctoral programmes is not in the scope of this call. Besides, personnel costs of the secondment are only accepted for individual staff members hosted/seconded.