![eurad logo](European Joint Programme on Radioactive Waste Management)

Deliverable 13.10:

KM Training - Update on mobility actions performed in EURAD

Work Package 13

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Executive Summary

This deliverable titled "KM Training – Update on mobility actions performed in EURAD" (D13.10) is issued by Work Package 13, Task 5 (Implementation of Mobility Programme). It describes the results and main outcomes of the EURAD Mobility Programme.

The EURAD Mobility Programme was launched in 2019 with the definition of the rules and programme planning. 1st call was closed at the end of April 2020. Unfortunately, the Covid-19 pandemic occurred and travel and other restrictions during the first two years significantly affected its implementation. Nevertheless, since late 2022, when travelling and visits to infrastructures was again allowed, the Mobility Programme implementation re-started in its full extent and the number of applicants to the Mobility Programme rapidly increased together with the mobility actions performed.

It resulted to a total of 108 applications submitted during the 24 calls, resulting in 95 active actions. The budget allocated for 1484 mobility days was approximately €155,000. The average duration was 18 days.

The programme supported young generation mainly both in terms of number of supported participants and allocated budget. Feedback from the participants was very positive, although some potential improvements can still be made. All respondents who undertaken the internship and/or exchange within and/or across EURAD WP grantees, liked it and described that the mobility action met their personal expectations. The participants clarified that they carried out the planned experiments, learned all about techniques, built strong networks and developed several new opportunities for future collaboration. All participants to the training courses stated that the courses cleared a lot of uncertainties that they had and provided additional information and knowledge in a structured and organised way. They also appreciated the new insights into many useful methods and tools for their research and the additional explanations during the Q&A sessions. The attendees of the conferences/workshops built new partnerships and strengthen current involvements. They stated that they were very interested in conference topics with possibility to get overview of current activities in the research field, they received comments and suggestion from peer researchers helpful for improving the future work.

The majority of respondents were very satisfied with both the application platform and guidelines and the received lump sums were sufficient for their proposed activity. On the other hand, the process of obtaining the money was lower rated, although most managed it without any problems. In any case, it was also stated that the WP13 support resolved all open issues.

The information clearly shows the successful implementation of the four-year EURAD Mobility Programme, although most actions have been carried out in last two years of EURAD. The "young generation" was the main supported group, and the feedback allows us to believe that the main goal of the Mobility Programme was well achieved.

Table of content

Glossary

CS	Civil Society
ENEN+	European Nuclear Education Network PLUS Project
EURAD	European Joint Programme on Radioactive Waste Management
EVALATO	Software used to manage the EURAD mobility programme
IAEA	International Atomic Energy Agency
KM	Knowledge Management
NEA	Nuclear Energy Agency
NEST	NEA Nuclear Education, Skills and Technology Framework,
PMO	Project Management Office
PREDIS	Pre-disposal management of radioactive waste – EU Project
R&D	Research, Development and Demonstration (also workpackage type)
RE	Research Entity
RWM	Radioactive Waste Management
SS	Strategic Study (Workpackage type)
TSO	Technical Support Organisation
WMO	Waste Management Organisations
WP	Work Package
WP1 – PMO	Project Management Office
WP2 – ACED	Assessment Chemical Evolution ILW and HLW Disposal Cells
WP3 – CORI	Cement Organic Radionuclide Interactions
WP4 – DONUT	Development And Improvement Numerical Methods and Tools Modelling Coupled Processes
WP5 – FUTURE	Fundamental Understanding of Radionuclide Retention
WP6 – GAS	Mechanistic Understanding Gas Transport Clay Materials
WP7 – HITEC	Influence Temperature Clay Based Material Behaviour
WP8 – SFC	Spent Fuel Characterisation And Evolution Until Disposal
WP9 – ROUTES	Waste Management Routes in Europe from Cradle to Grave
WP10 – UMAN	Understanding of Uncertainty, Risk And Safety
WP11 – KM SoK	Knowledge Management - State of Knowledge
WP12 – KM Guidance	Knowledge Management - Methodological Guidance
WP13 – KM Training	Knowledge Management - Training/Mobility
WP14 – Ethics requirements	
WP15 – MAGIC	Chemo Mechanical Aging Cementitious Materials

WP16 – ConCorD   Container Corrosion Under Disposal Conditions

WP17 – MODATS   Monitoring Equipment And Data Treatment Safe Repository Operation And Staged Closure

1. Introduction

The main goal of the European Joint Programme on Radioactive Waste Management (EURAD) Mobility Programme is to help provide young researchers end-users access to dedicated infrastructures (associated with the Mandated Actors, their Linked Third Parties and external to EURAD RWM organisations), training courses, and conferences and workshops in order to assure knowledge exchange and support competence building.

The Mobility Programme is based on needs identified by the EURAD community. It is structured along the EURAD Roadmap [1] and complies with the EURAD Knowledge Management and Networking programme [2]. The development and implementation of the mobility programme are described in detail in deliverable D13.7 [3].

The number of applications for mobility was low during the Covid-19 pandemic, which seriously affected its implementation schedule. Nevertheless, when the most serious phase of Covid-19 had passed, the Mobility Programme regained popularity.

This deliverable provides and update on the mobility actions performed in EURAD up to end of March 2024, when the Mobility Programme was closed, as EURAD ends in May 2024. Furthermore, it includes main lessons learned based on feedback gathered from the beneficiaries of a mobility grant.

108 applications were submitted during 24 calls in total, until the end of February 2024 (the last call of the EURAD Mobility Programme). 98 of them were accepted for support, 3 participants cancelled later their (submitted and accepted) applications. The resulting 95 applications/ actions remain "active".

2. Overview of mobility actions

2.1 Calls and dates

This report includes data on all the EURAD Mobility applications (all received up to 29th February 2024, call no. 24). These have also been fully evaluated (as at the end of March 2024). Some of the supported actions are still ongoing (in April 2024) or are expected to be done until the end of EURAD (end of May 2024).

Details and rules on the mobility programme are described in detail in deliverables D13.7: Specification of the content, material and learning outcomes of mobility training [3] and D13.8: Development of Mobility Programme [4].

The calls for the application to the Mobility Programme were regularly published on the EURAD and EURAD School of RWM websites. In general, a new call was open every 2 month, afterwards, there was one month for evaluation of applications by the Evaluation Committee or other evaluators (in case of WP internal mobility actions).

2.2 Mobility indicators

The most important mobility indicators, collected in the Mobility Matrix, are linked to the specific application ID only, in order to keep anonymity of the applicants and later approved participants. These indicators are divided into main groups as follows:

- Call – call number, call deadline, date of submission;
- WP – EURAD participant, type of action, if cross then from which WP to which WP;
- Action – name of mobility action, link to scientific theme, link to EURAD training topics;
- Sending Institution – name, type;
- Hosting Institution – name, type;
- Applicant – gender, job title/description, job category, permission to publish name on the EURAD School webpage;
- Application – approved or not, evaluation score
- Cost – approved costs in EUR, report acceptance status
- Action – duration in days, mode of action (action type and group)

The most important data collected in relation to these indicators/criteria and completed with data from Evalato, the online application and evaluation platform that was used to manage the EURAD Mobility Programme, were processed and used for further analyses related to evaluating the efficiency of the Mobility Programme.

Groups of job categories:

- consultant/engineer
- senior researcher/scientist
- junior researcher/(PhD) student

Action group

- Intra WP (i.e. within one WP)
- Cross WP mobility actions
- Training courses
- Conferences or Workshops

Action type

- WP1 – PMO (Project Management Office)
- WP2 – ACED (Assessment Chemical Evolution ILW and HLW Disposal Cells)
- WP3 – CORI (Cement Organic Radionuclide Interactions)

- WP4 – DONUT (Development and Improvement Numerical Methods and Tools Modelling Coupled Processes)
- WP5 – FUTURE (Fundamental Understanding Radionuclide Retention)
- WP6 – GAS (Mechanistic Understanding Gas Transport Clay Materials)
- WP7 – HITEC (Influence Temperature Clay Based Material Behaviour)
- WP8 – SFC (Spent Fuel Characterisation and Evolution Until Disposal)
- WP9 – ROUTES (Waste Management Routes Europe Cradle Grave Routes)
- WP10 – UMAN (Understanding Uncertainty Risk and Safety)
- WP11 – KM SoK (Knowledge Management – State of Knowledge)
- WP12 – KM Guidance (Knowledge Management – Methodological Guidance)
- WP13 – KM Training (Knowledge Management – Training/Mobility)
- WP15 – MAGIC (Chemo Mechanical Aging Cementitious Materials)
- WP16 – ConCorD (Container Corrosion Under Disposal Conditions)
- WP17 – MODATS (Monitoring Equipment And Data Treatment Safe Repository Operation And Staged Closure)
- Cross WP mobility actions
- Training courses
- Conferences or Workshops

Institution type (= EURAD college)

- RE – Research Entity
- TSO – Technical Support Organisation
- WMO – Waste Management Organisations
- RE/TSO – organisation with mixed role
- CS – Civil Society

Application status

- approved
- approved, cancelled (later by the participant).
- resubmission required
- rejected

Cost of approved action accepted (Mobility report completed)

- yes
- not yet
- refused

2.3 Overview of the actions

The programme was opened during Covid-19 pandemic by Call no. 1 (first submission deadline was 30 April 2020). The pandemic severely affected the implementation schedule [3]; travel and other restrictions remained in place until April 2021 (Call no. 7). The programme was limited to supporting intra or cross WP events and training courses organised within EURAD during the first two years of implementation (until Call no. 13 in April 2022). From June 2022, the programme is also open to support participation in conferences and workshops.

In total, 108 applications were submitted during 24 calls until the last call of the EURAD Mobility Programme in February 2024. 98 of them were accepted for support, 3 participants cancelled later their (submitted and accepted) applications. The resulting 95 applications/ actions remain "active" (*Tab. 1*; *Figure 1*; *Figure 2*).

Tab. 1 – Number of applications submitted in each call; average score

Call	Submission deadlines	No. of applications	Accepted	Rejected/ resubmission required	Cumulative number of accepted applications	Average score of submitted applications	Cancelled (later by the participant)
1*	30 Apr 20	0					
2	30 Jun 20	1	1		1	9.4	
3	31 Aug 20	0			1		
4	31 Oct 20	2	1	1 rejected	2	8.3	
5	31 Dec 20	0			2		
6	28 Feb 21	1	1		3	9.7	
7	30 Apr 21	0			3		
8	30 Jun 21	1	1		4	10.0	
9	31 Aug 21	0			4		
10**	31 Oct 21	2	2		6	9.7	
11	31 Dec 21	0			6		
12	28 Feb 22	3	3		10	9.3	1
13	30 Apr 22	3	3		13	8.5	
14***	30 Jun 22	8	8		20	9.5	
15	31 Aug 22	3	2	1 resubmission required	23	9.0	1
16	31 Oct 22	1	1		24	8.1	
17	31 Dec 22	11	9	2 rejected	34	7.8	1
18	28 Feb 23	10	8	2 rejected	40	7.8	
19	30 Apr 23	4	4		44	8.4	
20	30 Jun 23	20	18	2 rejected	62	8.3	
21	31 Aug 23	4	4		66	8.3	
22	31 Oct 23	7	7		73	9.5	
23	31 Dec 23	2	2		75	9.2	
24	29 Feb 24	25	23	2 rejected	98	7.9	
Sum		108	98	10	98		3 (95 active)

Programme opened for intra and cross WP actions and EURAD training courses only
**Opened to broader RWM related topics*
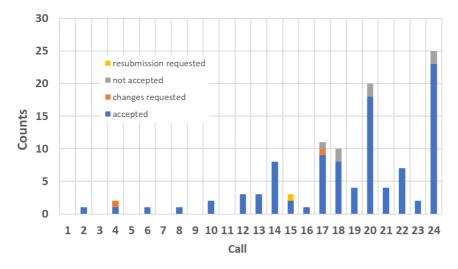***Opened for support of conferences and workshops participation*

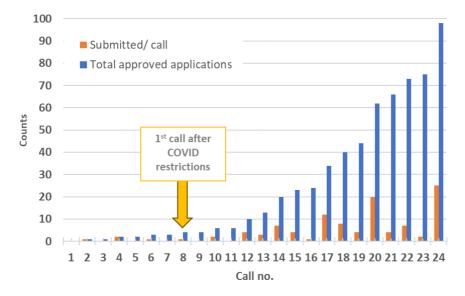*Figure 1 – Number of submitted applications in each call*

Figure 2 – Cumulative number of approved applications in each call

The following tables and figures summarise the volume of applications accepted and the budget allocations both in numbers (counts; EUR) and/or in percentages. Typically, 'active' (received and not cancelled) applications are summarised. Total numbers are given by call; type of action, type of institution or gender of applicants. Attention is also paid to the duration of events.

The total aid requested in applications received and not cancelled amounts to 155 438 EUR. The total number of mobility days supported is 1484 (*Tab. 2*) which is almost 4 years and 1 month. Thus the average duration of an event is 18 days at an average cost of 115 EUR /day. The longest actions were planned for 181 (once), 150 (once) and 90 days (four times).

A linear increase in the total amount of EUR/total number of applications shows the same "unit cost" (average cost per activity) throughout the duration of the programme (*Figure 3*). The average evaluation score in each application call was also stable and mostly above eight out of ten (*Tab. 1*).

Requests for Intra WP events were evenly spread over time (usually 1-3/call), while support for conferences/courses was mainly requested in relation to the specific date of the event (*Figure 4*).

Tab. 2 – Number of applications accepted in each call and related cost requested; duration of the actions (sum/call)

Call	Accepted	Cost/ call (EUR)	Cumulative Sum (EUR)	Average cost/ accepted application (EUR)	Cost/ call (EUR) non-cancelled	Total duration (day)/ call, non-cancelled
1*	0					
2	1	670	670	670	670	11
3	0		670			
4	1	625	1 295	625	625	30
5	0		1 295			
6	1	2 000	3 295	2 000	2 000	60
7	0		3 295			
8	1	3 500	6 795	3 500	3 500	90
9	0		6 795			
10**	2	1 406	8 201	703	1 406	25
11	0		8 201			
12	3	7 390	15 591	1 848	7 390	350
13	3	3 830	19 421	1 277	3 830	19
14***	8	12 505	31 926	1 786	12 505	40
15	2	5 255	37 181	1 752	1 002	5
16	1	791	37 972	791	791	3
17	9	14 495	52 467	1 450	13 245	59
18	8	18 418	70 885	3 070	18 418	184
19	4	7 902	78 786	1 975	7 902	85
20	18	27 998	106 784	1 555	27 998	201
21	4	5 877	112 661	1 469	5 877	19
22	7	13 417	126 078	1 917	13 417	69
23	2	4 100	130 178	2 050	4 100	95
24	23	30 763	160 941	1 338	30 763	139
Sum	**98**	**160 941**	**160 941**	**1 642**	**155 438**	**1 484**

Programme opened for intra and cross WP actions and EURAD training courses only

**Opened to broader RWM related topics*

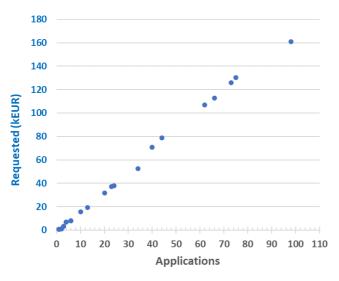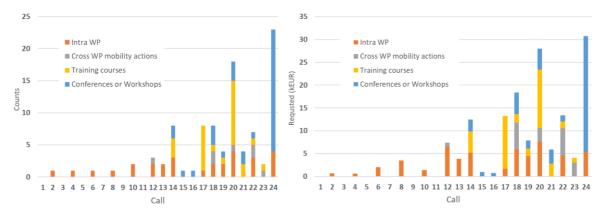***Opened for support of conferences and workshops participation*

Figure 3 – Cumulative amount of requested support vs. (cumulative) number of approved non-cancelled applications.

Tab. 3 – Number of applications accepted and non-cancelled in each call and related cost requested; duration of the actions (sum/call) – all grouped according to type of the action

Call	Number of accepted applications				Requested support (EUR)				Duration (day)			
	Intra WP	Cross WP	Training courses	Conferences or Workshops	Intra WP	Cross WP	Training courses	Conferences or Workshops	Intra WP	Cross WP	Training courses	Conferences or Workshops
1*												
2	1				670				11			
3												
4	1				625				30			
5												
6	1				2 000				60			
7												
8	1				3 500				90			
9												
10**	2				1 406				25			
11												
12	2	1			6 440	950			331	19		
13	2				3 830				19	0		
14***	3		3	2	5 175		4 700	2 630	16		14	10
15				1				1 002				5
16				1				791				3
17	1		7		1 700		11 545		19		40	0
18	2	2	1	3	5 995	5 780	1 890	4 753	135	28	6	15

Call	Number of accepted applications				Requested support (EUR)				Duration (day)			
	Intra WP	Cross WP	Training courses	Conferences or Workshops	Intra WP	Cross WP	Training courses	Conferences or Workshops	Intra WP	Cross WP	Training courses	Conferences or Workshops
19	2		1	1	4 412		1 740	1 750	74		6	5
20	4	1	10	3	7 610	3 000	12 834	4 554	113	14	59	15
21			2	2			2 820	3 057			11	8
22	3	2	1	1	4 600	6 000	1 478	1 338	24	37	5	3
23		1	1			3 000	1 100			90	5	
24	4			19	5 419			25 344	50			89
total	29	7	26	33	53 382	18 730	38 107	45 220	997	188	146	153
				95				155 438				1 484

Programme opened for intra and cross WP actions and EURAD training courses only
**Opened to broader RWM related topics*
***Opened for support of conferences and workshops participation*

Figure 4 - Number of applications approved (and non-cancelled) in each call (left); requested and approved support in each call (right), both coloured according to action group;

Significantly fewer applications were submitted and supported for cross WP events (7 %), the rest (training courses; conferences and workshops; intra WP) are represented by a similar proportion around 30 % (*Figure 5*).

Figure 5 – Total number of accepted (and non-cancelled) applications according to type of action; 95 in total numbers; (left) and in % (right)

WP6-GAS was the most active WP in intra WP actions with eight applications, followed by WP3-CORI with five actions (out of a total of 29; *Figure 6*).
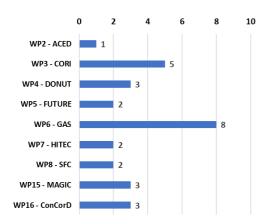

Figure 6 – Total number of accepted (and non-cancelled) applications in Intra WP

The most supported group of applicants is student/ junior researchers; mainly for Intra WP actions (18 % of applications; 37 kEUR) followed by 'seniors', mainly for conferences/workshops (18 %; 24 kEUR), (*Figure 7*).

The majority of applicants (3/4) come from research entities (RE); however, REs are also the most represented type of organisation in EURAD. REs use the Mobility Programme similarly for intra WP events, conferences and workshops and training courses. TSO similarly focus on these three main activity groups. WMO and CS also use the Mobility Programme, but to a very limited extent (*Figure 8*).

Male/ female proportion in number of applications and requested support is similar 60/40 % and 62/38 %. After check of the mobility duration (66/34 %) is clear that females apply for slightly shorter actions than males (*Figure 9*).
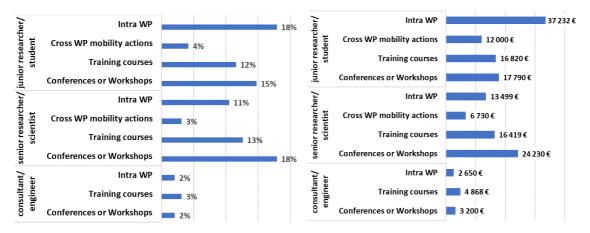

Figure 7 – Accepted applications according to applicant category and action group; (%; left) and approved support (EUR; right)
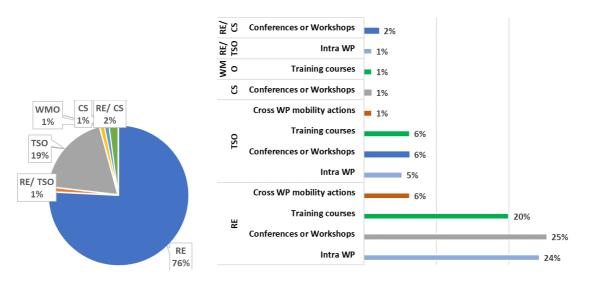
Figure 8 – Structure of applications according to institution type (%; left) and in detail according to institution type and type of activity (%; right)
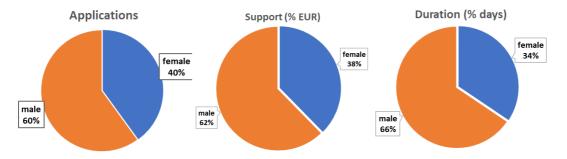

Figure 9 – Male/ female number of applications (in %) (left); asked for budget (EUR) (middle); mobility duration in days (right)

3. Lessons learned

The e-survey (questionnaire entitled Feedback on EURAD Mobility Programme is given in Appendix A and consists of 11 questions, some opened and some closed) was sent to all participants of EURAD Mobility Programme who received the mobility grant (total number was 73 at the time of sending the survey) in November 2023 with clear deadline to be responded by mid-off December 2023. In total 24 grantees provided answers. Some questions were marked with star symbol and were assumed to be answered by everybody. The questionnaire was divided in two sections: the first one dealing with practical organisation of the Mobility Programme and the second with training courses.

First question asked was where the grant beneficiaries first learn and obtain information about the Mobility Programme with several options for answer available. Most of the participants had obtained the information via WP correspondence (18), some also obtain followed by EURAD email (4) and EURAD general website (2) as presented in *Figure 10*.
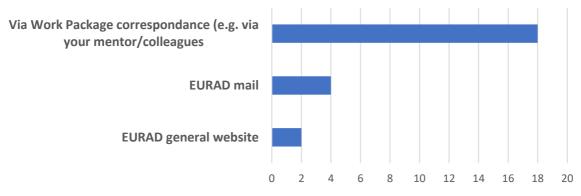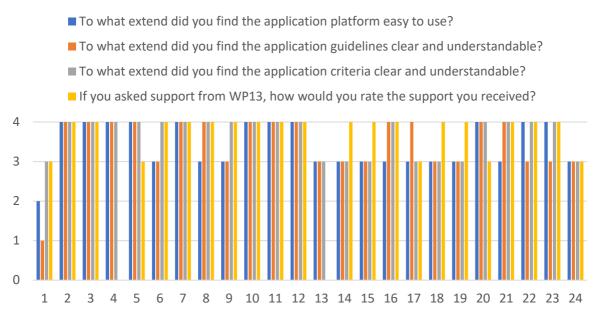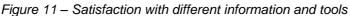

Figure 10 – Where did you first learn about the Mobility Programme? Where did you first found information concerning the Mobility Programme?

Several questions were devoted to the satisfaction with available information and tools for Mobility Programme with the scale indicating satisfaction from 1 (poor) to 4 (excellent). The average rate of received answers was relatively high varying from 3.4 to 3.6 (from good to excellent). Four different questions were asked and received the following average ratings:

- To what extend did you find the mobility application platform easy to use: 3.42
- To what extend did you find the application guidelines clear and understandable: 3.46
- To what extend did you find the application criteria clear and understandable: 3.67
- If you asked support from WP13, how would you rate the support you received: 3.46

In *Figure 11* the results are given per questionnaire respondent. It can be seen that majority of respondents were very satisfied with application platform and guidelines and rate them with minimum 3 or higher, only one person was very unsatisfied with guidance and the mobility platform and rate it 1 and 2. Regarding the understandability of application criteria and WP13 support all respondents were quite satisfied and rate them 3 or 4.

Figure 11 – Satisfaction with different information and tools

Majority of respondents (19 out of 24) expressed that the received lump sums were sufficient for the activity they attend (*Figure 12*). Some also mentioned that they needed to be careful with the budget. One also explained that he received financial support from a partner institution but didn´t received any response regarding funding[1]. Those who said the allocated resources were not sufficient (5 out of 24) provided additional explanations: the stay was long (3 months) and 3,000 euros maximum is somewhat limited or the host country has high living costs.
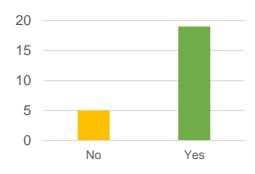

Figure 12 – Sufficiency of lump sums

The process for receiving the money was mainly clear as 17 out of 24 answered (Figure 13). Some problems with the process have been explained:

- late transfer of money to the organisation (it would be worth sending the money in advance),

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[1] "I have applied for EURAD Mobility Programme but I did not received funding. Anyway, my participation in the EURAD course was possible with financial support granted to partner institutions. One more thing that should be mentioned here, is that I have not received any response regarding funding. In the future, it would be good to be informed about this, even if the answer is negative."

- confusion who will be reimbursed (person or organisation),
- very long process of reimbursement.

It was also stated that the WP13 support resolved all open issues. In addition, majority do not know (13 out of 24) if it would be easier to receive the money directly from EURAD, 10 are in favour for such and 1 against.
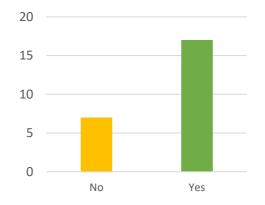

Figure 13 – Clearness of process for receiving the money

Respondents participated in three types of mobility actions (*Figure 14*): Internship/exchange within and/or across EURAD WP (9 people), attending a training course (8 people) or a conference/workshop (7 people).
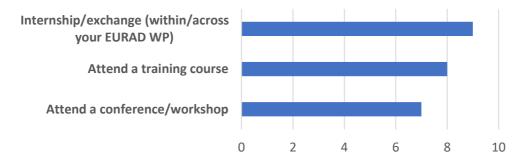

Figure 14 – Participation in different types of mobility actions ("Which type of mobility action did you undertake?")

All respondents who undertaken the internship and/or exchange within and/or across EURAD WP grantees, in total 9, liked it and described that the mobility action met their personal expectations. The study plans were well developed, the mentors in the original and host organisations were involved and provided all necessary materials to conduct the scientific research, also with training, knowledge and skills in the field. The average rating of the knowledge gained during the mobility action was 3.67 (on the scale 1 - negligible to 4 - massively). The participants clarified that they carried out the planned experiments, learned all about techniques, built strong networks and developed several new opportunities for future collaboration.

The respondents rated the impact of the internship/exchange on their work with 2.89 (on the scale 1 – negatively to 3 – positively). They claimed that they were able to carry out important experiments with equipment they do not have at home organisations, they had a very good professional experience and networking, learned about some new techniques and approaches and planning to publish scientific papers. All stated that it was easy to set up the mobility action between institutes as

both institutions - original and host - were involved in the same work package. Most people responded that more assistance from the EURAD WP Training & Mobility to set up mobility actions between institutes was not needed (6 out of 9), only 3 said that there is a need for more assistance, but they did not specify what type of assistance.

All participants to the training courses (in total 8) rate the impact of training course on their work with 3 (on the scale 1 – negatively to 3 – positively).

They stated:

- the training courses cleared a lot of uncertainties that they had,
- contributed effectively to research in their respective WPs,
- provided additional information and knowledge in a structured and organised way.

On average they rated the gained knowledge with 3.88 (on the scale 1 - negligible to 4 massively). The reasons are as follows:

- it helped to effectively get basic competence in a new topic,
- presented many useful methods and tools which were very helpful to the research,
- gained of a lot of information and obtained additional explanations during Q&A sessions.

In total 7 participants received grants to attend the conference or workshop. On average they rated the impact of attending the conference/workshop on their work with 2.86 (on the scale 1 – negatively to 3 – positively).

They indicated that:

- this was the opportunity to spread their own work and learn about other topics,
- it provided possibilities to exchange ideas with other researchers,
- it was a possibility to meet and to network, to exchange the approaches, techniques and apply it for new proposals.

All believed that attending conferences/workshops improved/lead to partnerships/involvement in new networks because of the contact with other researchers, enhanced scientific exchanges among researchers in-person, and potential for future collaborations. On average they rated the knowledge they gained during this mobility action with 3.57 (on the scale 1 - negligible to 4 massively). They stated that they were very interested in conference topics with possibility to get overview of current activities in the research field, they received comments and suggestion from peer researchers helpful for improving the future work, they met people related to the field of work and learnt about new techniques/research to apply in the future research.

4.   Conclusion

The EURAD Mobility Programme was launched in 2019 with the definition of the rules and programme planning. 1st call was closed at the end of April 2020. Unfortunately, the Covid-19 pandemic occurred and travel and other restrictions during the first two years significantly affected its implementation. Despite this, a total of 108 applications were submitted during the 24 calls, resulting in 95 active actions. The budget allocated for 1484 mobility days was approximately €155,000. The average duration was 18 days. The average cost per "supported day" was 115 EUR. The programme supported young generation mainly both in terms of number of supported participants and allocated budget. The majority of applicants come from research entities (RE); however, REs are also the most represented type of organisation in EURAD. WMO and CS also use the Mobility Programme, but to a very limited extent in case of WMO and CS.

Feedback from questionnaire filled by 24 participants was very positive, although some potential improvements can still be made. All respondents who undertaken the internship and/or exchange within and/or across EURAD WP grantees, liked it and described that the mobility action met their personal expectations. The study plans were well developed, the mentors in the original and host organisations were involved and provided all necessary materials to conduct the scientific research, also with training, knowledge and skills in the field. The participants clarified that they carried out the planned experiments, learned all about techniques, built strong networks and developed several new opportunities for future collaboration. They claimed that they were able to carry out important experiments with equipment they do not have at home organisations, they had a very good professional experience and networking, learned about some new techniques and approaches and planning to publish scientific papers.

All participants to the training courses stated that the courses cleared a lot of uncertainties that they had and provided additional information and knowledge in a structured and organised way. They also appreciated the new insights into many useful methods and tools for their research and the additional explanations during the Q&A sessions.

The attendees of the conferences/workshops built new partnerships and strengthen current involvements. They stated that they were very interested in conference topics with possibility to get overview of current activities in the research field, they received comments and suggestion from peer researchers helpful for improving the future work.

Majority of respondents were very satisfied with both application platform and guidelines and the received lump sums were sufficient for the activity they attend. On the other hand, the process of obtaining the money was rated worse, although most managed it without any problems. Problems identified included the lack of clarity about who would be reimbursed (person or organisation) or the very long reimbursement process. In any case, it was also stated that the WP13 support resolved all open issues.

The information in this report clearly shows the successful implementation of the four-year EURAD mobility programme, although most actions have been carried out in last two years of EURAD. The "young generation" was the main supported group, and the feedback allows us to believe that the main goal of the Mobility Programme was well achieved. The lessons learned were also summarised by Mikšova et al. [5].

5.   References

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Appendix A. Questionnaire Feedback on EURAD Mobility Programme

Dear mobility grant beneficiary,

We would like to ask 10 minutes of your time to review your experience(s) with the EURAD Mobility Programme. Based on the type of mobility action that you have undertaken, we would like to ask you a few questions regarding to its practical organisation and the mobility action itself. The data will be anonymised and will be strictly used to evaluate the EURAD Mobility Programme.

All the best

Niels Belmans for the Training & Mobility work package

- *All questions marked with * should be answered*

The feedback form:

Practical organisation of the Mobility Programme

In this section, we want your honest feedback on the practical organisation of the Mobility Programme.

1. Where did you first learn about the Mobility Programme? Where did you first found information concerning the Mobility Programme?*
   o EURAD mail
   o EURAD LinkedIn
   o Via Work Package correspondence (e.g. via your mentor/colleagues)
   o EURAD general website
   o EURAD School website

2. To what extend did you find the <u>application platform</u> easy to use?*

   Poor 1 2 3 4 Excellent

3. To what extend did you find the application *guidelines* clear and understandable?*

   Poor 1 2 3 4 Excellent

4. To what extend did you find the application *criteria* clear and understandable?*

   Poor 1 2 3 4 Excellent

5. If you asked support from WP13, how would you rate the support you received?*

   Poor 1 2 3 4 Excellent

6. Were the lump sums sufficient?*
   o Yes
   o No
   Why (not)?* _____

7. Was the process for receiving the money clear?*
   o Yes
   o No

   Why (not)?* _____

8. Would it be easier to receive the money directly from EURAD?*
   o Yes
   o No
   o I do not know

9. Which type of mobility action did you undertake?*
   o Internship/exchange (within/across your EURAD WP)
   o Attend a training course
   o Attend a conference/workshop

Follows sections according to answer to question no. 9 (type of the action)

Internships/Exchanges

10. Did the mobility action meet your personal expectations (like the ones described in your mobility application)? *
    o Yes
    o No

    Why (not)?* _____

11. How would you rate the knowledge you gained during this mobility action?*

    Poor 1 2 3 4 Excellent

    Why?* _____

12. How would you rate the impact of the internship/exchange on your work?*

    Negatively 1 2 3 Positively

    Why?* _____

13. Did the internship/exchange improve/lead to partnerships/involvement in new networks?*
    o Yes
    o No
    o I do not know

    Why (not)?* _____

14. Was it easy to set up the mobility action between institutes?*
    o Yes

o   No

Why (not)?* _____

15. Could you have used more assistance from the EURAD Training & Mobility work package to setup mobility actions between institutes?*
o   Yes
o   No

Why (not)?* _____

Training courses

16. How would you rate the impact of the training course on your work?*

Negatively 1 2 3 Positively

Why?* _____

17. How would you rate the knowledge you gained during this mobility action?*

Negligible 1 2 3 4 Massively

Why?* _____

Conferences/Workshops

18. How would you rate the impact of attending the conference/workshop on your work?*

Negatively 1 2 3 Positively

Why?* _____

19. Did attending the conference/workshop improve/lead to partnerships/involvement in new networks?*
o   Yes
o   No

Why (not)?* _____

20. How would you rate the knowledge you gained during this mobility action?*

Negligible 1 2 3 4 Massively

Why?* _____