

**Annual Work Plan 2023
2023-2025 EUROfusion Engineering Grants**

Annex 3

Joint Training Programme

Introduction

Starting in Horizon Europe, all awarded grantees are expected to take part in a Joint Training Programme. This will require active participation of several hours per month, including regular fixed time slots (likely on Friday) and an annual trainee conference.

The Joint Training Programme has three objectives: common competence development, networking and visibility.

A new round of the programme is foreseen to start in spring 2023, for the grantees that are selected with this call. This will in principle require the participation for everyone that will start their project during the year. Note: the participation in the Joint Training Programme is required and will be a deliverable in the Task Agreement.

Peer groups

At the start of the Joint Programme, groups of about five grantees will be formed. Within these peer groups, joint assignments and group work will be set up. Peer groups meet (at least) once a month in virtual format. One central theme is the personal professional development of the group members. Cases and intervision will be practiced to jointly grow.

Mentoring

International mentoring can be a valuable addition to one's career development. To this end, next to the home mentor in the lab, for every grantee a distant mentor is sought. It is the intention to have a few interactions during the year, to evaluate personal professional development and to reflect on the programme. The 'distant' mentor is ideally another grantee's mentor from another lab and the estimated time effort is about 30 minutes/month.

Courses and Workshops

From the start of the Joint Training Programme, a series of courses will run, addressing elements that are deemed relevant for all trainees. Experts from the fusion field will be involved in lectures and some (group) assignments will be implemented. The foreseen series in the first year is (in varying duration):

- Systems Engineering
- Fusion Science for Engineers
- Project management in fusion
- Fusion Knowledge Management
- Nuclear safety culture
- DEMO Design
- Fusion projects and facilities

These courses will likely run on a fixed slot in the week.

Exposure and presentations

Within the class, grantees will give regular presentations to each other to update and improve each other. Also, the wider community will get the opportunity to be informed on the trainee's work. Themed EUROfusion Science Meetings will be set up for this format, to run throughout the year.

A community web and collaboration space will be set up, providing an overview of activities.

Annual Mentor-Trainee Meet-up

Once a year, there will be a joint training meeting, where all grantees (and mentors) are invited. If conditions allow, this meeting can be in Garching (or another physical location). The annual meet-up will involve presentations by every trainee, as well as training sessions and workshops from invited experts. Also, team building and a close interaction with the DEMO Central Team and the institute are foreseen programme elements.