Training and Development				
Actions	**Indicators**	**Evidence and measured data**		
		2019	**2020**	**2021**	**2022 (data at 30/06/2022)**

Note: the header row spans 2019–2022 under "Evidence and measured data".

Actions	Indicators	2019	2020	2021	2022 (data at 30/06/2022)
T1. HR Logo Dissemination Programme (Best Practices in Research, Ethics, Mentoring, Women and Science, Diversity, Equity and Inclusion, OTMR Hiring Policies)					
	Dissemination to the university comunity (PDI y PAS)		.- Email .- Newsletter of the uc3m .- Digital signage on campus .- Uc3m Events Platform .- Linkedin .- Web		
	No.of seminars held		- Good research practices, ethics. 15/10/2020 - Mentoring, 24/11/2020	- Women, Science and univ, 16/02/2021 - Diversity, Equity, Inclusion, 03/25/2021 - OTM-R policies, 18/05/2021 - The internationalization of research careers, betting on the future, 11/16/2021	
	No. of participants in Seminars		- Good research practices, ethics: 153 connected out of the total number of registered participants (61%). - Mentoring: 105 connected out of the total number of registered participants (81%.)	- Women...: 96 connected (70%) - Diversity: 126 connected (85%) - OTM-R: 111 Connected (78%)	
	Satisfaction surveys		Seminars surveys and reports See section TRAINING AND DEVELOPMENT		
	Seminar Reports		https://www.uc3m.es/hrs4r/formacion		
T2. Open Science training program. Virtual Open Science - Cafés . UC3M2OS: UC3M's entry into Open Science					
	Number of training actions offered		https://www.uc3m.es/pdi/OpenScienceCafe#sesiones	1. Open Science in the new ERA (European Research Area) and Horizon Europe. 2.Practicing Open Science from OpenAire perspective. 3. PlanS: what does it mean for researchers?. 4. Create your Data Management Plan and make your data FAIR. 5. Citizen Science - Endless Possibilities for a Healthier Society. 6. Rewards and Incentives for Open Science: Responsible Research Assessment.	1. Estrategia de visibilidad de investigadores Open Science 2. 5 Open Science y propiedad intelectual
	No. of participants			1. 76 asistants 2. 73 asistants 3. 86 asistants 4. 95 asistants 5. 75 asistants 6. 117 asistants	1. 35 asistants 2. 20 asistants
	Satisfaction surveys on training activities			there where seminars, there is no surveys	1. 4,2 2.4,5 Son cursos
	Nº visits to the web			834	125
	No. of faculty attending 3 seminars		No data		
	Number of Ph.D. students attending all Seminars		45		

T3. Research and teaching best practices training programme

No. of training actions offered.			R&D Communication and Dissemination Techniques .- 1 Edition Introduction to Teaching Workshop .- 2 Edition	
No. of participants			71	
Satisfaction surveys on training activities			R&D Communication and Dissemination Techniques: 4,8/5 Introduction to Teaching Workshop: 3,96/5	R&D Communication and Dissemination Techniques: 4,8/5
Nº visits to the web https://www.uc3m.es/pdi/formacion-pdi/cursos			2.686	7.019

T4. Diversity, Equity and Inclusion Training Programme

No. of training actions offered.	1. Sexual Harassment 2. Integration of Gender Perspective_teaching	1. Innovating from equality: gender perspective in teaching practice. 2. Integration of gender perspective in university teaching. 3. Inclusive language in teaching.	1.1st_interdisciplinary_day_on_teaching_methodologies._Gender_bias:_Keys_to_teaching 2. Informative workshop, diversity, inclusion	1. Innovating from equality: gender perspective in teaching practice (2 editions). Integration of the gender perspective in university teaching (2 Editions) 3. II Interdisciplinary conference on teaching methodologies: Gender bias: keys for teaching (and research). 4. Inclusive Language
No. of participants	1. 10 Assistants 2. 15 Assistants	1. 27 Assistants 2. 6 Assistants 3. 11 Assistants	1. 51 Assistants 2. 10 Assistants	1. 18 Assistants 2. 24 Assistants 3. 37 Assistants 4. 10 Assistants
Satisfaction surveys on training activities	1. 4,7 2. 4,23	1. 4,18 2. 4 3. 4,11	1. 4,3 2. 4	1. 4,3 2. 4,3 3. 4. 8,8
Nº visits to the web			2.686	7.019

T5. Training Programme on SDGs (Sustainable Development Goals)

No. of training actions offered.		1	4	1
No. of participants		13	1. No data; 2. 26 inscriptions; 3. No data; 4. 11 inscriptions	No data
Title of the training actions offered		Course "Cooperation groups at UC3M and preparation of university development cooperation projects".	1. Ciclo virtual Aprendizaje-Servicio para la innovación educativa abierta en clave de sostenibilidad; 2. Taller de innovaciones docentes para el desarrollo sostenible; 3. Retos I+D+I 2021 para innovar juntos; 4. YERUN Staff Days on SDG	10 retos para innovar juntos 2022
Satisfaction surveys on training activities			Course The Sustainable Development Goals (SDGs) and their environmental dimension(3.8/5))	
Nº visits to the web				
Formación en APS			122	124
Taller de innovaciones docentes para el desarrollo sostenible			38	7
Retos I+D+I 2021 para innovar juntos			834	286

T6. C1 and C2 English Language Accreditation Programme

	Number of accreditations achieved		C1: 61 y C2: 31	C1: 101 y C2: 48	C1: 22 y C2: 13
	No. of training actions offered.		4 .- Regular live English classes .- British Council Academic Teaching Excellence Course .- Improving your English speaking skills workshops - Online courses "at your own pace"	4 .- Regular live English classes .- British Council Academic Teaching Excellence Course .- Improving your English speaking skills workshops - Online courses "at your own pace"	4 .- Regular live English classes .- British Council Academic Teaching Excellence Course .- Improving your English speaking skills workshops - Online courses "at your own pace"
	No. of participants		301	329	242
	Satisfaction surveys on training activities			Regular live English courses (7.7/10) British Council Academic Teaching Excellence course (4.6/5) Improving your English speaking skills workshops (4.16/5) Online courses "at your own pace" (3.5/5)	
	Nº visits to the web		585	1.099	498

T7. Development of a UC3M Mentoring Pilot programme for the Faculty

	Development and approval			Presentation to the Vice-Chancellor's team and Directors Board in June 2021	
	Dissemination			Web mentoring https://www.uc3m.es/hrs4r/mentoring-pdi-en-uc3m	
	No. of Mentors registered			30 registered participants, we selected 23 to participate in the 1st edition of the event	
	No. of Mentees registered			23 inscritos para participar en la 1ª edición	
	Programme evaluation reports			Durante el 2021 se recibieron 30 cuestionarios de seguimiento	UC3M Mentoring Programme Report

Training and development:
The Governing Board approved the Framework Plan for Faculty Training 2018-2023. This Plan is structured in three strategic axes: didactic axis, research axis and transversal axis. Based on this framework of reference, the university is working on the design of training and professional development plans in order to promote the improvement of Teaching and Research Staff at any stage of their professional career. Among its objectives are: • Establish multidimensional training plans that encourage the continuous development of the entire teaching and research staff at all stages of their career. • Design mentoring plans for the first years of their professional career. • Develop plans to foster motivation of the teaching and research staff. • Train and support the teaching and research staff in the digital transformation process. • Promote the continuous improvement of teaching and research staff based on the evaluation of their activity.   Training Programme PDI The committee in charge of overseeing the objectives is the PDI Work-Training Commission, chaired by the Vice-Rectorate for Teaching Staff and made up of eight members. • Vice-Rector's Office for Faculty (1) • Vice-Rector's Office for Science Policy (1) • Vice-Rector's Office for Strategy and Digital Education (1) • Vice President's Office for Studies (1) • Staff of the Human Resources and Organisation Service (2) • Works Council and PDI Board (2) The main competences of the PDI Work-Training Commission shall be the following: • Drawing up the files corresponding to the areas, detailing the descriptors and competences to be developed in each area. • Definition and commissioning of the main training actions. • Proposing mandatory training actions for a specific profile of teaching and research staff to the corresponding bodies. • Design of the consultative questionnaire to be distributed among the teaching and research staff with the offer of potential complementary actions. • Processing of the results of the consultative questionnaire and selection of the complementary actions based on the results. • Drawing up the catalogue of main and complementary training actions to be offered each year. • Evaluation of the training actions developed in each annual training catalogue.

- Intermediate (2 years) and global (5 years) evaluations of the Training Framework Plan.

As included in the 20-22 Action Plan, UC3M has made special emphasis during this period on the elaboration and development of the following training programmes:

- Open Science virtual – Cafés UC3M2OS: UC3M ticket to Open Science
- Research and teaching best practices training programme
- Diversity, Equity and Inclusion Training Programme
- Training Programme on SDGs (Sustainable Development Goals)

Furthermore, given that we are a university with a global focus, with international convergence in the fields of research, education and society, and that a large part of our bachelor's and master's degrees are taught in English, the C1 and C2 English Language Accreditation Programme has developed considerably.

The PDI Working-Training Commission relies on the information gathered in the focus groups, which are carried out collaboratively with teaching and research staff who participate on a voluntary basis and which serve to reflect together and identify training and development needs for our university context..

Given that the current PDI-UC3M Training Framework Plan ends in 2023, a focus group was held in March to analyse the new structure for the next Framework Plan with the professors and researchers in attendance.

Remarks (max 500 words)

We have developed a pilot mentoring programme from June 2021 until May 2022. We have counted 23 Mentor-Mentee pairs and the results have been very satisfactory. **The project has been rated by the Mentees with a score of 4.2** (out of 5) and **they have rated their Mentors with a score of 4.6** (out of 5).

The impact on the Mentees has been positive, as demonstrated by the comments they have made about the programme. It has allowed it to convey the image of an innovative HR Service, which focuses on accompanying these young researchers in this transitional stage and providing them with a knowledge closer to the skills and knowledge most in demand in business and research environments outside the Academy.

It has positioned us as one of the first public universities to have developed a mentoring programme focused on its researchers, which has allowed us to participate in a working group on Mentoring focused on researchers developed by the Ministry of Innovation and Science.

EVIDENCES on this impact and actions:

- 23 pre-doctoral student applied to participate in the programme

- 35 professionals with a solid experience applied to be a Mentor
- We developed a leaflet with the feedback from the Mentees and gave it to the Mentors on the day we presented the results of the project to them. And so they were able to see how satisfied the young researchers are with the mentoring programme.
- Different activities were performed among Mentees such as a lecture on how to make a successful CV or how to approach an interview with HHRR.

Taking into account all this action, impacts and the due evidences, we can confirm that the development this pilot programme has reached our objective to provide our Phd students another view related to other career chances outside academia and we have provided them the opportunity to have contact with a professional than otherwise they would not be allow to meet.

Human Resources Services have already the task to start working on the next edition. Se adjunta the Final Report. Mentoring Programme Report