

Area 4: Training and career development

Num. of Principle (C&C)	Type of Action	Responsible	Units involved	Deadline	Indicator
1, 13, 14, 27, 38, 39	HR Logo Dissemination Programme (Best Practices in Research, Ethics, Mentoring, Women and Science, Diversity, Equity and Inclusion, OTM-R Hiring Policies)	Vice-Rectorate for Faculty	Human Resources and Organisation Service	Q2 2021	No. of participants Seminar Report Results of satisfaction surveys
31, 38	Programa formativo Open Science Open Science virtual – Cafés UC3M2OS: UC3M ticket to Open Science	Vice-Rectorate for Science Policy Vice-Rectorate for Faculty	Human Resources and Organisation Service	Q2 2021	Faculty attending. No. of faculty attending 3 seminars

1, 2, 3, 4, 5, 7, 31, 38	Research and teaching best practices training programme	Vice-Rectorate for Faculty	Human Resources and Organisation Service Research Service Library	Q2 2021	No. of training actions offered. No. of participants Web analytics satisfaction surveys. No. of sessions, session duration, bounce rate, etc.
10, 24, 27, 38	Diversity, Equity and Inclusion Training Programme	Vice-Rectorate for Faculty	Human Resources and Organisation Service	Q2 2021	No. of training actions offered. No. of participants Web analytics satisfaction surveys. No. of sessions, session duration, bounce rate, etc.
38, 39	Training Programme on SDGs (Sustainable Development Goals)	Vice-Rector's Office for Institutional Relations and Sustainable Development	Human Resources and Organisation Service	Q2 2021	No. of training actions offered. No. of participants Web analytics satisfaction surveys. No. of sessions, session duration, bounce rate, etc.
19	C1 and C2 English Language Accreditation Programme	Vice-Rectorate for Faculty	Human Resources and Organisation Service	Q2 2021	Number of accreditations carried out
28, 36, 37, 38, 40	Development of a UC3M Mentoring Pilot programme for the Faculty	Vice-Rectorate for Faculty	Human Resources and Organisation Service	Q3 2021	Approval and web dissemination No. of participants: mentors and mentees Programme evaluation reports

Action's descriptions:

Action	Description
HR Logo Dissemination Programme	The Human Resources Strategy for the Faculty at UC3M places special emphasis on the progress and development of its teaching and research staff, at whatever stage they are at. These training courses contribute to this end and among its objectives is to make the deployment of the action plan visible through workshops aimed at the UC3M research community; to share the good practices generated in UC3M by organising working sessions at regional level to highlight the progress made and to lead international seminars to share practices and raise proposals from the experiences of other European leaders.
Open Science Training Programme Open Science virtual – Cafés UC3M2OS: UC3M ticket to Open Science	A series of training activities on Open Science. Open Science Cafés is a training action on Open Science, addressed to all the Faculty. UC3M Ticket to Open Science is a transversal PhD training action on Open Science aimed primarily at Early Career Researchers.
Training Programme on Good Practices in Research and Teaching	Set of training actions, within the Faculty Training Plan, with special emphasis on those related to: Copyright, intellectual property, research ethics, project funding mechanisms and equality policies.
Diversity, Equity and Inclusion Training Programme	Set of training actions, within the Faculty Training Plan, with special emphasis on those related to Diversity, Equity and Inclusion.

<p>Training Programme on Sustainable Development Goals</p>	<p>A set of training actions that contribute to raising the awareness of the university community on issues related to the Sustainable Development Goals. Universidad Carlos III de Madrid frames this task within the framework of the 2030 Agenda, and aims to contribute to the definition of the role of Spanish universities in its implementation. In particular, to integrate the SDGs into university policies and make them cross-cutting in the different areas of action, also committing to raising awareness in the university community that achieving them is everyone's responsibility. It is worth highlighting the collaboration with YERUN and YUFE in offering interactive spaces for relations between the different university communities.</p>
<p>C1 and C2 English language accreditation programme</p>	<p>A set of training actions, within the Faculty Training Plan, aimed at obtaining accreditation of the C1 and C2 level of English.</p>
<p>Development of a UC3M Mentoring Pilot Programme for the Faculty</p>	<p>The aim of this mentoring programme is to develop the first Faculty Mentoring pilot project at UC3M, to form a team of early stage researchers in any field of knowledge who are interested in their career options beyond the traditional academic career, with highly qualified mentors working in professional environments outside academia.</p>