

**University-enterprise cooperation:
Building on new challenges from past experience
18-19 June 2007**

Workshop 3:

**Enterprise placement for students:
sustainable partnership and strategies with companies
Sapienza University of Rome**

RIPARTIZIONE IX
RELAZIONI INTERNAZIONALI



SAPIENZA
UNIVERSITÀ DI ROMA

Enterprise-University cooperation

Placements for students and graduates in Italy

National regulation:

- Placements for students and graduates (until 18 months after graduation) are provided for by Italian law since 1997.

Degree reform following implementation of Bologna Process

- Since 2001 placements were included in the curricula of new two cycles degree system.
- Consultation with main stakeholders in the labour market in the design of new degrees
 - Universities progressively set up orientation services to cater for the growing demand for placement coming from students and recent graduates

Enterprise-University cooperation at Sapienza

As most European universities, Sapienza has progressively set up various cooperation activities with enterprises:

- **Industrial Liason Office**

To support dissemination of research results. It works through an on line database of scientific competencies of university researchers and of innovation demand by enterprises.

- **Sapienza-Innovazione**

Public-private sector consortium for the joint promotion and management of research projects, joint labs and spin-off

- **EU placements for students and graduates**

Both in Italy and abroad, placements are provided for through different tools:

- upon student initiative (the university signs an agreement with undertakings autonomously contacted by students and graduates, and covers insurance costs)
- through the university's placement service BLUS
- through LEONARDO mobility projects for both students and recent graduates (or Erasmus placements for students since 2007)

Unipharma-Graduates

A case study of placements for recent graduates

- Unipharma-Graduates aims at providing recent graduates in the fields of Pharmacy, Chemistry, Biology, Biotechnologies with 24 week placements in about 43 high quality European pharmaceutical research centres.
- 4 Leonardo projects since 2002-03
- Over 90 placements in more than 40 research centres during the last project.
- At the end of their experience, the trainees are free to accept any position offered by the hosting institution (Ph.D. scholarships, research positions etc.). The project is thus offering support to young MSc graduates willing to start an excellent scientific career in basic research in the field, by providing opportunities to profit from PhD positions in some of the best research centres in Europe. In this regard, participation to other European mobility programs (Marie Curie, etc) is highly encouraged.
- Overall objective:
“to foster a new generation of excellent Italian scientists who will spend a significant portion of their career in other European countries and will become real citizens of Europe”.

Unipharma-Graduates

The partners: some of the centres hosting our trainees

ÖSTERREICH

Graz - Joanneum Research

DEUTSCHLAND

Aachen - Institute of Environmental Research

Frankfurt - Bayercropsience

Frankfurt – Sanofi-Aventis

Hannover - Fraunhofer Institute

Karlsruhe – Forschungszentrum

Leipzig - Centre for Environmental Research (UFZ)

Monheim - Bayer CropScience

DANMARK

Ballerup – Leo Pharma

FRANCE

Castres – Institut de Recherche Pierre Fabre

Grenoble - European Laboratory HumProTher

Lyon – Ecole Normale Supérieure

Lyon – Institut de Biologie et Chimie des Protéines (CNRS)

Marseille – Development Biology Institute (IBDML)

Nantes – Institut National de la Recherche

Agronomique (INRA)

Paris - Institut Cochin (INSERM)

Paris - Institut Curie

ESPAÑA

Barcelona – Centro De Regulació

Genòmica (CRG)

Madrid – NeuroPharma

NEDERLAND

Boxmeer - Nobilon International

Eindhoven - Philips

Oss - Organon

Wageningen– Plant Research

International

SVERIGE

Lund – Protista

Stockholm - Karolinska Institutet

UNITED KINGDOM

Cambridge - Babraham Institute

Cambridge - Ctm Biotech Ltd

Cambridge - Phico Therapeutics

Cambridge - Zyentia Limited

Liverpool - Unilever

Newcastle – Newchem

Stevenage – Glaxosmithkline

Unipharma-Graduates

Management and evaluation tools

- **Work programmes** requested in advance to the hosting laboratories
- Selective but well disseminated **call for applications**
- **Ranking** of all applicants (243 applications this year) according to academic records, publications, relevant research experiences, language competence
- 5 motivated **placement choices** requested to the top 50 candidates (who are allowed to get in touch with the former trainees by e-mail)
- Match with the research programme based on the **scientific and technical skills** of the candidate
- **On line management tools** for communication with trainees (personal web page) and for recording of all administrative steps
- **Scientific report** written by all trainees at the end of the placement, validated by the signature of the authorized person of the hosting Research Centre.
- **Beneficiaries** fill an **on-line evaluation report**
- **Tutors** at the host centres send an **evaluation report** of each trainee
- All beneficiaries receive the **Europass-Mobility** document which certifies of the training period of each beneficiary as an integral part of her/his vocational training.
- Long lasting ties with **past trainees** to keep track of their careers and to orientate future trainees

Unipharma-Graduates

Main results

Qualitative results

Trainees evaluation

- Efficiency of sending institution: 84%
- Efficiency of hosting institution: 84%
- Equity of selection: 78%
- Overall judgement on the placement experience: 96%

Tutors' evaluation

- Overall evaluation of trainees: 85%
- Trainees' technical skills: 72%
- Improvement of technical skills during placement: 85%
- Trainees' adjustment to new environment: 93%

Quantitative results

- Gender: 75 percent of women beneficiaries
- Geographical distribution: over half of trainees live in economically less favoured regions
- Academic excellence: 40 out of 50 beneficiaries had top grade (equivalent to ECTS A)
- Career development:
 - PhD abroad: 24%
 - PhD in Italy 19%
 - Marie Curie grant: 3%
 - Research contract at hosting centre: 14%
 - Looking for a job: 11%
 - No feedback: 16%
 - Other: 13%

Unipharma-Graduates

Feedback from trainees and tutors

Dear Luciano,
on the whole Sonia had a very fruitful research stay here. I congratulate you for the thorough selection you made. I hope you will think at me for the next year, because I will have the opportunity to host students aiming at working in purely applied research. I am personally convinced of the excellence and sounding meaning of your programme.

With kind regards, Philippe
Institute of Environmental Research Aachen

“Things here are going great, my tutor is very happy with me. I am pleased to let you know that I passed the selections for a PhD here at Babraham Institute, now I am waiting for an answer from Cambridge University for a grant (fingers crossed!!!). Thanks for your precious help.”

Sarah Toscano

Trainee at Cambridge – Babraham Research Institute

Sarah's tutor: "Sarah came out as one of the top candidates we interviewed at our recent Graduate Open Day".

Unipharma-Graduates

Quality in Mobility award

Short listed among the 5 best mobility projects in Graz "Quality in Mobility Award" held in May 2006

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University-enterprise cooperation in LLP

Learning from experience

Strengths

- Powerful orientation tool for students and recent graduates
- Excellent quantitative and qualitative results in terms of career development
- Strong interaction between administrative staff and scientific coordinator

Weaknesses

- Only too small number of beneficiaries can be involved in Leonardo mobility projects
- Extending the experience to large numbers would imply a massive investment of human and financial resources which universities can rarely afford
- Additional funding are extremely hard to find

University-enterprise cooperation in LLP

Recommendations and suggestions

Recommendations to universities and enterprises:

- Work hard on the match of work programmes and students/graduates' CVs
- Do not let potential trainees to “search” the market for placements completely by themselves
- Require detailed work programmes from enterprises to increase beneficiaries' awareness of opportunities offered
- Sound evaluation of results obtained through:
 1. students and tutors questionnaires
 2. aggregated results for dissemination
 3. aggregated data of applications received and career development

Suggestions for further EU actions:

- Increase support to the institutional development of placement services at universities to allow for higher number of beneficiaries to be involved