



## How to issue DocTalent4EU Credentials

### What is a DocTalent4EU credential?

A DocTalent4EU credential is a digital credential based on the [European Digital Credential for Learning](#) (EDC). They are standardised, tamperproof electronic documents describing that their owner has acquired particular skills or has achieved specific learning outcomes through formal, non-formal or informal learning contexts. The DocTalent4EU credential describes the skills acquired by participants in the transversal skills course units piloted in the [DocTalent4EU](#) project.

### DocTalent4EU credential example

This tutorial will use one of the DocTalent4EU project's pilot courses as an example of how to build a European Digital Credential for Learning (EDC). The online credential builder (OCB) will be used to create the EDC. Alternatively, interested institutions can use the open-source EDC issuer, available on European Union's [github repository](#). This content will be moved to [code.europa.eu](#) in the near future. The development of such IT infrastructure was outside of this project's scope, so it was not developed and will not be explained here.

The pilot course #3 on "Personal effectiveness and leadership" was developed by the University of Alcalá de Henares and piloted by this HEI and UPORTO (Faculty of Engineering). The example here presented will be the one relative to the latter. In both institutions, the course will not award ECTS credit points and will not be accredited by the national accreditation agency. At UPORTO, this is called a free course which does not provide an entitlement. The approval process is faster than a course unit or programme which awards ECTS credit points.

Figure 1 shows the components of EDC's online credential builder. The creation of an EDC should follow a logical order, as there are several interdependencies between the elements. Activities and Assessments happen in an Organization, so the Organisation must be created first. Achievements depend on Learning Outcomes, Activities and Assessments, so these elements must be created first. Finally, the EDC depends on the Accreditation, Achievements, Activities, Entitlements and Assessments. Furthermore, an HTML template must be created beforehand. All these elements must be ready before creating the EDC. This manual will follow this sequence to create the DocTalent4EU credential on "Personal effectiveness and leadership".





Figure 1 - EDC template components

The "Personal effectiveness and leadership" course aims to provide doctoral students with the transversal skills, strategies and tools necessary to succeed in their academic endeavours and to improve their employability.

The course is structured in eight sections/modules, each devoted to a particular skill group, that corresponds to a group of ESCO framework specific skills (cf

Table 1).

Each section was supported by a variety of specific resources that include:

- Instructor presentations
- Interactive activities and case studies
- Reading materials, including academic journals and texts
- Supplementary resources, such as TED Talks or relevant documentaries
- Video lectures by subject matter experts

Participants were encouraged to actively engage in self-reflection, teamwork, and experiential exercises to apply concepts and principles learned in their doctoral real-life situations.

The course methodology (see Figure 2) is mostly practice, using training techniques as teamwork role play, group dynamics, viewing film clips and continuous feedback from trainer-coach and by each one of the attendees. A total of 13 face-to-face hours, preceded by 2h of autonomous work, reading articles, watching online videos, etc.



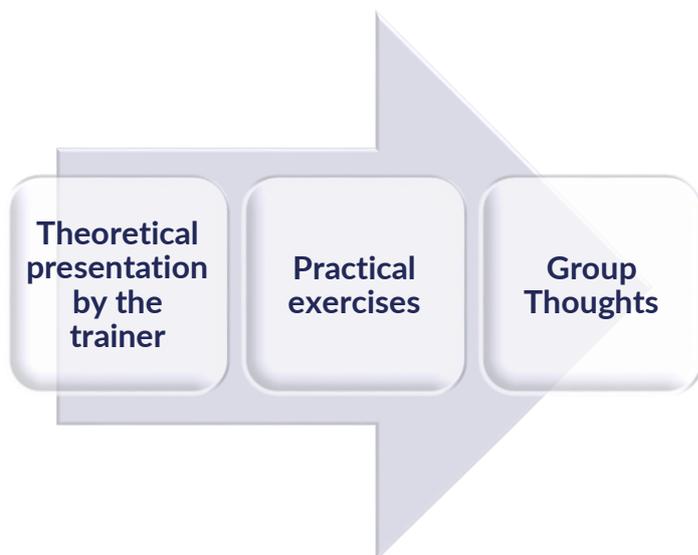


Figure 2 - Course methodology

Table 1 - "Personal effectiveness and leadership" course contents and ESCO skills

SECTION	CONTENTS	ESCO skills
Introduction	Welcome message and course overview. Introduce participants, instructors, and their expertise. Outline the course objectives and structure.	T4.1. - Communicating. T3.2. - Taking a proactive approach.
Self-Leadership <ul style="list-style-type: none"> <li>Self awareness</li> <li>Self regulation</li> </ul>	Identify strong and improvement areas. Develop self-awareness. Develop self-regulation.	T3 – self-management skills and competences T3.1 – working efficiently. T3.2 – taking a proactive approach. T3.3 – maintaining a positive attitude. T3.4 – demonstrating willingness to learn.
Leading others <ul style="list-style-type: none"> <li>Empathy</li> <li>Social awareness</li> </ul>	Understand different approaches to people and learn how to contact and treat different types of personalities. Develop empathy. Develop social awareness.	T4 – social and communication skills and competences. T4.1 – communicating. T4.2 – supporting others. T4.3 – collaborating in teams and networks. T4.4 – leading others.
Motivation <ul style="list-style-type: none"> <li>Internal</li> <li>External</li> </ul>	Understand the difference between motivation vs stimulation. Understand the main 3 motivator in human.	T3.1 – working efficiently. T3.2 – taking a proactive approach. T4 – social and communication skills and competences. T4.1 – communicating. T4.2 – supporting others.



Handling stress	Identify external and internal stressors. Develop an internal locus of control. Face workload and prioritizations. Revise work-life balance. Strengthen the community network.	T2.3 – dealing with problems. T3.1 – working efficiently. T3.3 – maintaining a positive attitude. T6.1 – applying health-related skills and competences.
Working with uncertainty	Balance autonomy and responsibility. Purposeful plan and regular routines. Work with the supervisor. Manage multiple identities. Overcome the imposter syndrome.	T2.2 - planning and organising. T3.1 - working efficiently. T3.2 - taking a proactive approach. T4.1 – communicating. T4.5 – following ethical code of conduct.
Coping with frustration and failure	Shift the mindset of avoiding risks. Normalize experiences of failure. Take the proper time to grieve. Find acceptance and keep the constructive. Mark progress and celebrate wins.	T2.3 – dealing with problems. T3.3 – maintaining a positive attitude. T3.4 – demonstrating willingness to learn. T4.2 – supporting others.
Approach challenges positively	Self-management. Self-control.	T3.3 – Maintaining a positive attitude. T3.4 – Demonstrating willingness to learn. T6.1 – Applying health-related skills and competences.
Delegate responsibilities	Confidence and communication in the team. Team roles. Empowerment.	T3.2 – Taking a proactive approach. T4.1 – Communicating T4.3 – Collaborating in teams and networks
Summary and Conclusion	Quiz assessing knowledge and understanding of course content. Self-assessment exercises for reflection and goal setting. Course conclusion and summary of key “takeaways”.	



## Step by step tutorial

### 1. Access the Credentials for Issuers environment.

There are two environments available. The '[playground](#)' is used for testing purposes. The '[production](#)' environment allows users to issue European Digital Credentials using the eSeal. Both environments have the same functionalities except for the sealing phase.

### Credentials for Issuers

Issue degrees, diplomas, certificates of participation or other credentials to your learners. Any school, college, university or training provider in Europe may use this tool to issue credentials for free and secure them with their e-seal. Credentials can be e-mailed to learners or directly deposited to their Europass profiles.

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**Prepare**

1 To issue credentials, you need to obtain a qualified electronic seal. Our test tool will ensure everything is set up properly. Then, follow our tutorial to understand how to prepare your data.



Test your e-Seal

---

**Build**

2 The Online Credential Builder allows you to enter your data entirely via the browser. Alternatively, you can export a package from your student information system as JSON-LD.



Online Credential Builder

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**Upload**

3 If you have your credential data prepared, upload the file and move



Figure 3 - Credential for Issuers environment.

### 2. Open the Online Credential Builder.



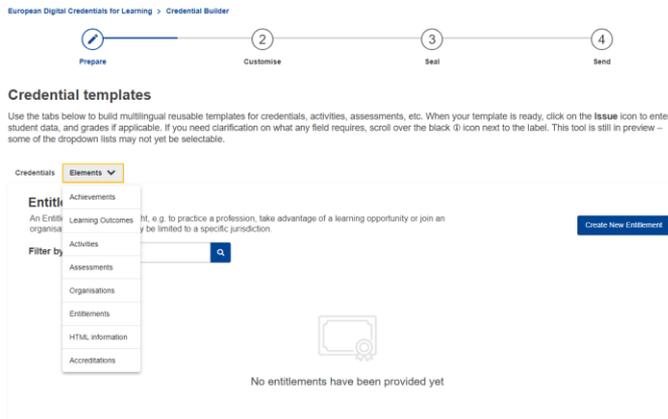


Figure 4 - Online Credential Builder.

### 3. Create the organisation.

From the Elements tab, choose the "Organisations" and click "Create New organisation". Fill all mandatory fields and as many optional fields as possible. The more information is provided, the clearer the description of the organisation becomes.

Organisation information

Legal name <span style="color: red;">*</span> FACULDADE DE ENGENHARIA	Common name <span style="color: red;">i</span> FEUP
Homepage <span style="color: red;">i</span> https://www.fe.up.pt	

Logo i



Upload Image

Maximum file size: 1 MB  
 Accepted file formats: .JPEG, .JPG, .PNG

Further details

Mandatory legal identifier <sup>1</sup> eIDAS ID <sup>1</sup>

Portugal  Start typing...

VAT Number <sup>1</sup> Tax/fiscal ID <sup>1</sup>

Portugal  Start typing...

Other Identifiers <sup>1</sup>

Scheme name  Identifier  [Add](#)

More information

Legal Address <sup>1</sup>

Description

Address

Location  Country

Contact information <sup>1</sup> [Add another address](#)

Description

Address

Country

E-Mail

Contact form  Phone

Member of groups [Add another group](#)

Group Name <sup>1</sup>

Email <sup>1</sup>

More Information

Last modification date <sup>1</sup>

Tag <sup>1</sup>

Figure 5 - Organisation descriptors.





#### 4. Create the learning outcomes.

From the Elements tab, choose the "Learning Outcomes" and click "Create New Learning Outcome". Fill all mandatory fields and as many optional fields as possible. The more information is provided, the clearer the description of the learning outcome becomes.

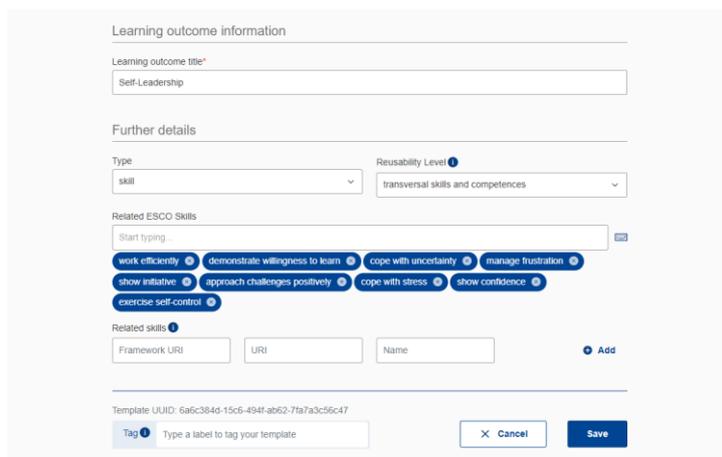


Figure 6 - Learning outcome descriptors.

#### 5. Create the activities

From the Elements tab, choose the "Activities" and click "Create New Activity". Fill all mandatory fields and as many optional fields as possible. The more information is provided, the clearer the description of the activity becomes.

In this course, there will be 13h of in-person classes, with additional 2h of video watching online, outside the classroom.



### Activities

Activity title\*

In person training

Directed by ⓘ

Start typing the name of linked organisation

Create new

FACULDADE DE ENGENHARIA - FEUP ⓘ

Awarded by ⓘ\*

Start typing the name of linked organisation

Create new

FACULDADE DE ENGENHARIA - FEUP ⓘ

Description

### Further details

Start date ⓘ

dd/mm/yyyy hh:mm



End date ⓘ

dd/mm/yyyy hh:mm



Volume of learning ⓘ

13

Workload in hours ⓘ

13

Level of completion in % ⓘ

Provide a whole number

Learning activity type

classroom coursework



Mode of learning ⓘ

Presential



Language(s) of instruction ⓘ

Start typing...



English ⓘ

Portuguese ⓘ

### More Information

Title\*

13h of in person classes

More Information



Additional fields ⓘ

Topic

Content



Topic

Content



Add



Contact hours ⓘ

13

Homepage ⓘ

Please provide a publicly accessible URL

Other documents ⓘ

Title

Please provide a publicly accessible URL



Add

Tag ⓘ

Type a tag to your activity

X Cancel

Save



Activities

Activity title\*

Online self-motivated study

Directed by 1

Start typing the name of linked organisation

Create new

FACULDADE DE ENGENHARIA - FEUP

Awarded by 1\*

Start typing the name of linked organisation

Create new

FACULDADE DE ENGENHARIA - FEUP

Description

Preparatory coursework done previous to the in-person classes. Activities include reading articles, watching videos, etc.

Further details

Start date 1

dd/mm/yyyy hh:mm

End date 1

dd/mm/yyyy hh:mm

Volume of learning 1

2

Workload in hours 1

2

Level of completion in % 1

100

Learning activity type

self-motivated study

Mode of learning 1

Online

Language(s) of instruction 1

Start typing...

English

More Information

Title\*

Online self-motivated study

More Information

Additional fields 1

Topic

Content

Topic

Content

Add

Contact hours 1

Provide a whole number

Homepage 1

Please provide a publicly accessible URL

Other documents 1

Title

Please provide a publicly accessible URL

Add

Tag 1 Type a tag to your activity

Cancel

Save

Figure 7 - Activity descriptors.



## 6. Create the Assessments

From the Elements tab, choose the "Assesments" and click "Create New Assesment". Fill all mandatory fields and as many optional fields as possible. The more information is provided, the clear the description of the activity becomes.

In this course, assessment was done by means of a report on the potential impact of the course on the trainees' doctoral career.

Assessment information

Assessment title\*

Assessed by ⓘ

Awarded by ⓘ

Description

Further details

Assessment date ⓘ

Assessment reliability proven by ⓘ

Assessment type

Mode of assessment ⓘ

Language(s) of assessment ⓘ

Links to other elements

Sub-assessments ⓘ



Grading Scheme

Title of grading scheme  Grading scheme identifier

Description

Other documents  Title  Content  Add

More information

Title\*  Reporting

More Information

Additional fields  Topic  Content  Add

Homepage  Please provide a publicly accessible URL

Assessment took place at

Description  FEUP

Address  Rua Dr Roberto Frias s/n

Country  Portugal

Other documents  Title  Please provide a publicly accessible URL  Add

Template UUID: bab4e35d-d1a9-43f7-971b-02b15abb3a08

Tag  Type a tag to your assessment

Cancel Save

Figure 8 - Assessment descriptors

## 7. Create the Achievements

From the Elements tab, choose the "Achievements" and click "Create New Achievement". Fill all mandatory fields and as many optional fields as possible. The more information is provided, the clearer the description of the achievement becomes.

In this case, since the course is the achievement, the title will coincide with the EDC title.

## Achievement information

Achievement title\*

Personal effectiveness and leadership

Awarded by ⓘ\*

Start typing the title of linked template

Create new

FACULDADE DE ENGENHARIA - FEUP ⓘ

Awarding date ⓘ

18/12/2023 00:00

Description

The Doc Talent4EU course on Personal Effectiveness and Leadership is intended to provide doctoral candidates with several essential skills and knowledge required to enhance their self-awareness, productivity, and resilience while developing strong teamwork and leadership qualities. Recognizing that doctoral candidates are often required to navigate complex academic environments and undertake independent research, this course aims, first, to provide them with the tools and strategies necessary to succeed in their academic endeavors; and, second, to strengthen their transversal skills to improve their employability and future integration into the labor market.

The module components cover themes such as:

1. Self-leadership.
2. Build team spirit.
3. Lead others.

Learning Outcomes ⓘ

Start typing the title of linked template

Create new

- Delegate responsibilities ⓘ
- Self-Leadership ⓘ
- Lead others ⓘ
- Handling stress ⓘ
- Working with uncertainty ⓘ
- Coping with frustration and failure ⓘ
- Approach challenges positively ⓘ

Summary of learning outcomes

By the end of this course, participants will have gained valuable insights, practical strategies, and a foundation in personal effectiveness and leadership that will support their success as Ph.D. candidates and future leaders in their fields. They will be able to:

1. Develop self-awareness and self-regulation. Encourage participants to reflect on their strengths, weaknesses, and personal values to enhance their self-awareness and identify areas for personal growth.
2. Dealing with stress and uncertainty. Provide strategies and techniques for Ph.D. candidates to effectively face stress and uncertainty during their academic journey.
3. Enhance time management and productivity. Provide techniques and strategies for effective time management, goal setting, prioritization, and overcoming procrastination to maximize productivity during their doctoral journey.

## Further details

Thematic Area ⓘ

Start typing...

003 - Personal skills and development ⓘ

Language(s)

Start typing...

English ⓘ Portuguese ⓘ

Mode of Learning ⓘ

Start typing...

Presential ⓘ

Type

Start typing...

➕ Add

Course ⓘ

Volume of learning ⓘ

15

Maximum duration in months ⓘ

1

Credit system ⓘ

Start typing...

➕ Add

Target group ⓘ

Start typing...

Persons in tertiary education (EQF 8) ⓘ

Learning Setting ⓘ

formal learning

Entry requirements ⓘ



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Links to other elements

Assessed via <sup>1</sup>

[Create new](#)

Related activities <sup>1</sup>

[Create new](#)

[In person training](#) [Online self-motivated study](#)

Rights earned <sup>1</sup>

[Create new](#)

Sub-Achievements <sup>1</sup>

[Create new](#)

Qualification

EQF level <sup>1</sup>

NQF <sup>1</sup>

Partial qualification <sup>1</sup>

More Information

Title\*

Level <sup>1</sup>

[Add](#)

Education subject <sup>1</sup>

[Add](#)

About the national system <sup>1</sup>

More information

Additional fields <sup>1</sup>

[Add](#)

[Add](#)

Homepage <sup>1</sup>

Other documents <sup>1</sup>

[Add](#)

Tag <sup>1</sup>  [Cancel](#) [Save](#)

Figure 9 - Achievement descriptors.

## 8. Create the HTML template

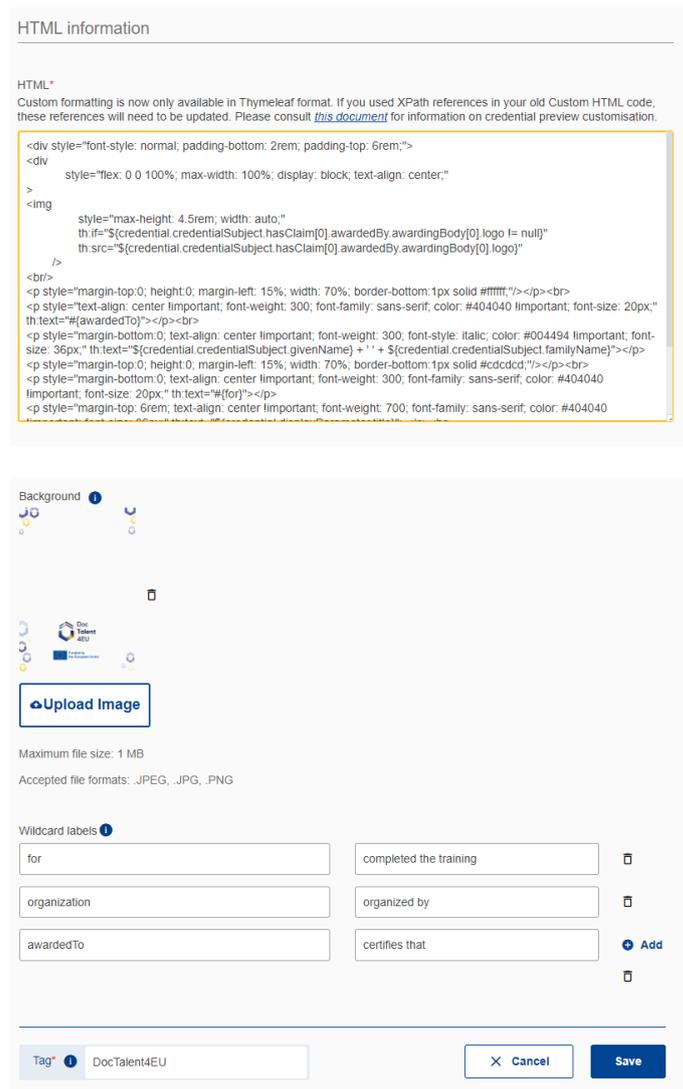


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From the Elements tab, choose the "HTML Information" and click "Create Custom HTML". Fill all mandatory fields and as many optional fields as possible. The custom HTML allows to customise the first page of the digital credential. It is possible to include a background image and to customise the text of the front page. It is possible to create a multipage preview with different information on each page- however the background image will always remain the same.



**HTML information**

HTML\*

Custom formatting is now only available in Thymeleaf format. If you used XPath references in your old Custom HTML code, these references will need to be updated. Please consult [this document](#) for information on credential preview customisation.

```
<div style="font-style: normal; padding-bottom: 2rem; padding-top: 6rem;">
<div
  style="flex: 0 0 100%; max-width: 100%; display: block; text-align: center;"
>

<br/>
<p style="margin-top: 0; height: 0; margin-left: 15%; width: 70%; border-bottom: 1px solid #fffff;"></p><br>
<p style="text-align: center; font-weight: 300; font-family: sans-serif; color: #404040; font-size: 20px;"
  th:text="{(awardedTo)}"></p><br>
<p style="margin-bottom: 0; text-align: center; font-weight: 300; font-style: italic; color: #004494; font-size: 36px;"
  th:text="{(credential.credentialSubject.givenName)} + ' ' + {(credential.credentialSubject.familyName)}"></p>
<p style="margin-top: 0; height: 0; margin-left: 15%; width: 70%; border-bottom: 1px solid #c0c0c0;"></p><br>
<p style="margin-bottom: 0; text-align: center; font-weight: 300; font-family: sans-serif; color: #404040; font-size: 20px;"
  th:text="{(for)}"></p>
<p style="margin-top: 6rem; text-align: center; font-weight: 700; font-family: sans-serif; color: #404040">
```

**Background**

[Upload Image](#)

Maximum file size: 1 MB  
Accepted file formats: .JPEG, .JPG, .PNG

**Wildcard labels**

for	completed the training	✖
organization	organized by	✖
awardedTo	certifies that	✖ <a href="#">Add</a>

Tag\* DocTalent4EU Cancel Save

Figure 10 - HTML template descriptors.

The HTML code used was:

```
<div style="font-style: normal; padding-bottom: 2rem; padding-top: 6rem;">
```





```
<div style="flex: 0 0 100%; max-width: 100%; display: block; text-align: center;">

  <br />

  <p style="margin-top:0; height:0; margin-left: 15%; width: 70%; border-bottom:1px solid
  #ffffff;" />

  </p>

  <br>

  <p style="text-align: center !important; font-weight: 300; font-family: sans-serif; color:
  #404040 !important; font-size: 20px;" th:text="{awardedTo}"></p>

  <br>

  <p style="margin-bottom:0; text-align: center !important; font-weight: 300; font-style:
  italic; color: #004494 !important; font-size: 36px;"
  th:text="{credential.credentialSubject.givenName} + ' ' +
  {credential.credentialSubject.familyName}"></p>

  <p style="margin-top:0; height:0; margin-left: 15%; width: 70%; border-bottom:1px solid
  #cdcdcd;" />

  </p>

  <br>

  <p style="margin-bottom:0; text-align: center !important; font-weight: 300; font-family:
  sans-serif; color: #404040 !important; font-size: 20px;" th:text="{for}"></p>

  <p style="margin-top: 6rem; text-align: center !important; font-weight: 700; font-family:
  sans-serif; color: #404040 !important; font-size: 36px;"
  th:text="{credential.displayParameter.title}"></p>

  <br>

  <p style="margin-top:0; height:0; margin-left: 15%; width: 70%; border-bottom:1px solid
  #ffffff;" />
```



</p>

<br>

<p style="margin-bottom:0; text-align: center !important; font-weight: 300; font-family: sans-serif; color: #404040 !important; font-size: 20px;" th:text="{organization}"></p>

</div>

</div>

Figure 11 - HTML template.

## 9. Create the EDC

From the Credentials tab, click "New Credential Template". Fill in all mandatory fields and as many optional fields as possible (Figure 12). The more information is provided, the more precise the credential description becomes.

### Credential Information

Credential Title\*

Description ⓘ

### Further details

Valid from ⓘ\*

Expiration date ⓘ

Credential Type\*

### Accreditation

Click [here](#) to find out more about how to obtain and use your accreditation identifier. Please note that currently this is an experimental feature.

Claims \*

Achievements ⓘ

Start typing the title of linked achievement Create new

Personal effectiveness and leadership ⓘ

Activities ⓘ

Start typing the title of linked activity Create new

Entitlements ⓘ

Start typing the title of linked entitlement Create new

Assessments ⓘ

Start typing the title of linked assessment Create new

Please fill in at least one of the properties in this section

More information

HTML information ⓘ

Start typing the title of linked template Create new

Identifiers ⓘ

Scheme Name  Content  + Add

---

Tag ⓘ Type a tag to your credential Cancel Save

Figure 12 - EDC descriptors.

## 10. Issue the credential

In the Credentials tab, press the column 'ISSUE' arrow for the credential to be issued (Figure 14). In the next window (Figure 14), the user can opt to insert the recipient's metadata directly into the browser or use an Excel file. The first option ('Enter recipient Data in Browser') is illustrated in Figure 15. It is possible to add multiple recipients utilising this method, but if the number is large, using the Excel file is more efficient and less prone to errors. Figure 16 shows the MS Excel template after download and insertion of trainee's metadata. Data must be insert starting on row number 5, as the first 4 rows are used internally by the OCB. Once the MS Excel file is completed, save it and upload it to the OCB using the icon of the cloud with an upward arrow, highlighted in Figure 14.

Credentials Elements

**Credentials**  
This tab is where you assemble and issue your credentials. Before you proceed to creating your first template, please make sure to provide details of the issuing organisation under the Organisations tab. If you wish to describe a learner's achievements, activities, or other relevant aspects, please enter these under the respective tabs. You will need to provide references to these entries when you build your credential.

[New Credential Template](#)

Filter by

DATE	TITLE	LANGUAGE	ISSUE	EDIT
17/01/2024	Personal effectiveness and leadership	EN	<a href="#">▶</a>	<a href="#">I</a>

Items per page: 7 | Showing 1 - 1 of 1 items

Figure 13 - Credentials tab.

European Digital Credentials for Learning > Credential Builder > Fields Selection

Prepare (1) Customise (2) Seal (3) Send (4)

**Select recipient Data**  
Select the properties which are different for every recipient. If you have already entered the data on the previous screen, and the same applies to all recipients, do not select the fields here.

Personal Data	▼
Credential Data	▼
Achievement Data	▼
Activity Data	▼
Assessment Data	▼
Entitlement Data	▼

You can enter the recipient data in the browser, or download an Excel or CSV template to fill in the customisable data. Please note that the Recipient Template is credential specific, so you will have to download a new Excel or CSV file for each of your credentials.

[Enter recipient Data in Browser](#)

[Download Excel Template as XLS](#)

[Download Excel Template as CSV](#)

Once you have completed the Excel or CSV template, upload it here



[Back](#)

Figure 14 - Customising the digital credential.

European Digital Credentials for Learning > Credential Builder > Fields Selection > Issuing Data

Prepare (1) Customise (2) Seal (3) Send (4)

**Enter recipient Data**  
Add as many Recipients as you need to issue the credential. All data entered on this screen will not be stored after the credentials are issued.

**1. Recipient**

Personal Data

Given name \*  Family name

Delivery (Email or Wallet) Address \*  Second Delivery Address

Reporting

Grade (en) \*

[Add Another Recipient](#)

I confirm that my organisation's data protection policy allows me to share this data with Europass for the duration of the session, for the purpose of creating and issuing credentials.

[Cancel](#) [Next](#)

Figure 15 - Recipient's metadata introduced via browser.



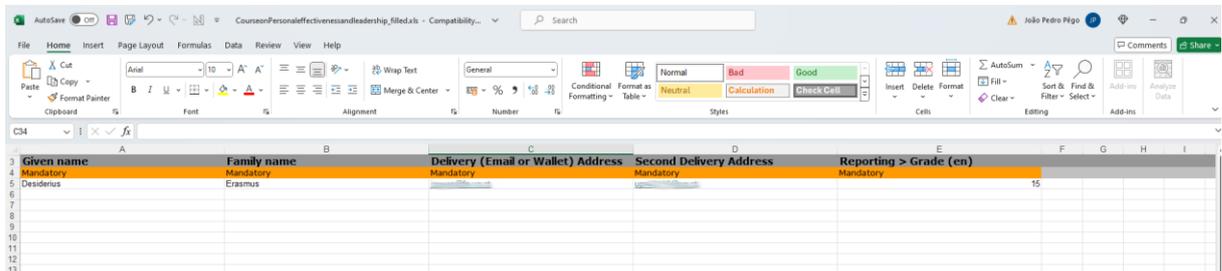


Figure 16 - Recipient's metadata introduced via MS Excel.

## 11. Sealing the EDC

In the next window (Figure 17), the user can seal and send the EDC to the recipient. Make sure the **NexU application is running**. Often, when the issuer is using a qualified eSeal, in addition to NexU, the software provided with the Seal also has to run - this connects the hardware device. Click on the 'Seal' button at the bottom of the page. A new window will pop-up (Figure 18). Select the 'Windows keystore' option. In the next window, choose the Qualified Electronic Seal of the organisation issuing the digital credential. In the next window, enter the PIN code to seal the document. Click the 'Send' button at the bottom of the page (Figure 19) to send the credential to the recipient's email address.

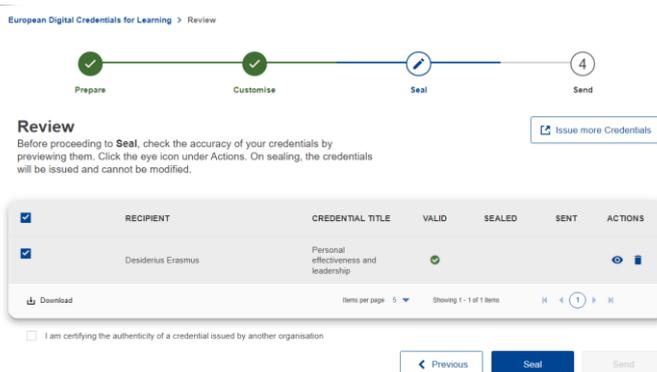


Figure 17 - Sealing the EDC.



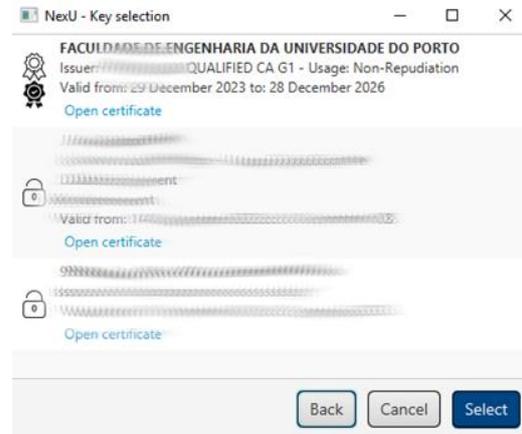
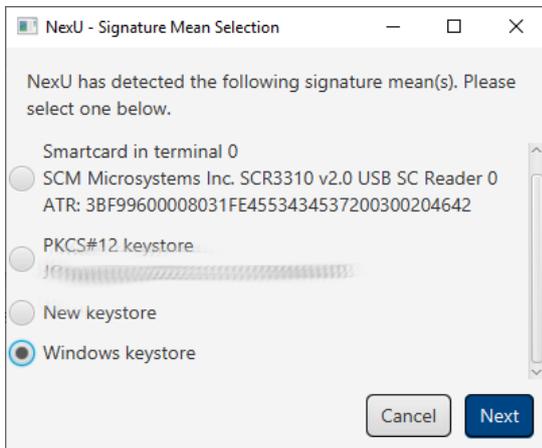


Figure 18 - eSeal selection window.

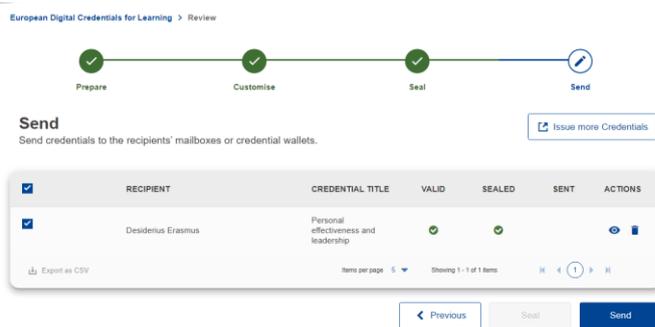


Figure 19 - Sealed EDC.

After the 'Send' button is pressed, the recipient will receive an email (Figure 20 **Error! Reference source not found.**) with an attached JSON file and instructions on visualising the credential (Figure 21).

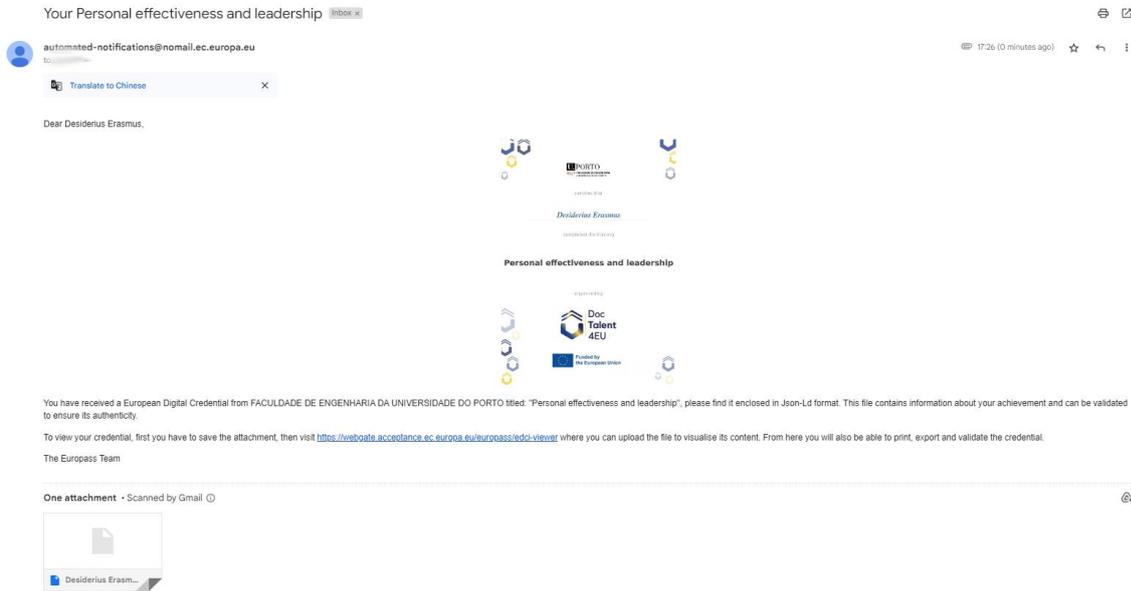


Figure 20 - Email with instructions on how to visualise the EDC.



Figure 21 - Platform to visualise the EDC.



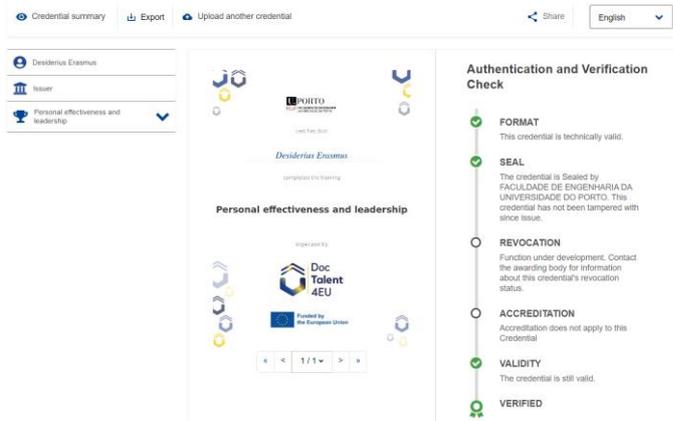


Figure 22 - DocTalent4EU digital credential example.



## What is DocTalent4EU?

DocTalent4EU is a two-year HORIZON EUROPE funded project aimed at enhancing PhD employability.

Between 2007 and 2015, there was a 22% increase in the number of researchers in Europe. Yet, the increase was higher for junior research positions than for senior research positions (European Commission, 2021). As junior positions are often associated with more precarious conditions (Hnatkova et al., 2022) and do not necessarily lead to permanent contracts, **it is crucial that doctoral programmes provide the right skills to find jobs not only within but also outside academia.**

Building from a previous Horizon Europe project, DocEnhance, DocTalent4EU is rooted on the multi-actor approach involving non-academic stakeholders and has a two-folded mission: on one hand, it foresees to improve transferable skills training; on the other hand, it aspires to develop local talent management centres.

The project will develop a new prototype based on machine learning to support European Skills, Competences, and Occupations (ESCO) framework in continuously updating and predicting the most in-demand skills on the labour market concerning the 8 European Qualifications Framework level, according to the expected skills from job offer databases.

### Boosting PhD employability

Additionally, the project intends to boost PhD employability through a strong, visible and innovative recognition-system of the most in-demand transferable skills (relying on the ESCO framework) that early-career researchers acquire or will acquire through their doctoral training and research activities. To facilitate formal recognition and wide acknowledgement of the transferable skills that PhD candidates acquire during their training, the consortium will develop digital credentials under the European brand “**DocTalent4EU credentials**”.

Furthermore, the DocTalent4EU project partners will ensure the lessons learnt and good practices won't get lost as they will form the basis for practical guidelines intended to encourage adoption by higher education institutions. On the other hand, the knowledge and experience gathered throughout the project will inform the release of policy recommendations aimed to expand further on the [European Research Area Policy Agenda 2022-2024](#), Action 4 (Strengthen research careers).

Finally, the project will guarantee access to the most relevant information on transferable skills and other career related opportunities for early career researchers via the career development platform [PhD hub](#) which will be vigorously promoted during the project.





## The DocTalent4EU CONSORTIUM

The DocTalent4EU consortium consists of 7 higher education institutions and one higher education European network: [Université Côte d'Azur](#) (France), [University of Alcalá](#) (Spain), [University of Porto](#) (Portugal), [University of Limerick](#) (Ireland), [Western Norway University of Applied Sciences](#), ["Gheorghe Asachi" Technical University of Iasi](#) (Romania), [UiT The Arctic University of Norway](#), and the [European University Foundation](#).



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