



FIT-4-NMP

Strategic and targeted support
to incentivise talented newcomers
to NMP projects under Horizon Europe

D4.3 REPORT ON COMMUNICATION AND ADOPTION OF BEST PRACTICES AND POLICY MEASURES

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INTRODUCTION

This document has been prepared in the frame of the H2020 FIT-4-NMP project funded by the European Commission, which aimed to increase the participation of talented newcomers from underrepresented regions in nanotechnologies, advanced materials, and new manufacturing processes (NMP) research in Horizon Europe compared to Horizon 2020. **FIT-4-NMP project** was a support action funded by Horizon 2020 to increase the participation of talented newcomers from underrepresented regions in Horizon Europe research in the fields of nanotechnologies, advanced materials, and new manufacturing processes (NMP) as compared to Horizon 2020.

This D4.3 “Report on communication and adoption of best practices and policy measures” presents best practices of communication and presentation of policy measures identified in D4.2 to relevant stakeholders. The communication activities have been based on *guidelines for communication activities* identifying target groups, activities, and most relevant communication channels etc. The D4.3 report sums up all activities provided by all project partners to successfully implement the task. The activities of this task were originally drafted by MITA with the support of INT, TC Prague, LXI, LTC, TPF, IMT, IMSAS and NASU and this report has been finalised by TC Prague.

Since the communication for such a dynamic project as FIT-4-NMP is a constantly evolving process, this report shows the communication planning, guidelines and activities that emerged and developed over time.

SIGNIFICANT RESULTS OF THE PROJECT

Since its start in 2021, FIT-4-NMP achieved significant results in both strategic and targeted support actions. The most important result was that 64 proposals involving talented newcomers were supported with 28 of them successfully evaluated and selected for funding. This includes 25 RIA/IA proposals (12 successful) under the Horizon Europe Pillar 2 Cluster 4 and 39 proposals (16 successful) for other NMP-relevant calls, including EIC Accelerator, ERC Synergy, MSCA DN, Widening Twinning, Widening ERA-Chairs, Widening Hop-On Facility, COST, M-ERA.NET, etc.

Also, six innovation workshops were held in collaboration with top innovators from different countries including CEA Liten (France), TU Dresden (Germany) and VTT (Finland). In total, FIT-4-NMP enabled 64 talented newcomers to participate in the workshops, where they had a chance to identify synergies to prepare joint Horizon Europe project proposals with the top Innovators.

FIT-4-NMP organized a series of regional and online workshops - including 13 trainings for EC call participation and 6 technology transfer training courses - for newcomer representatives over the two years. And, to support participation in these events, FIT-4-NMP awarded 106 travel grants to talented newcomers.

In terms of strategic activities, FIT-4-NMP has published four important reports: [Report on underrepresented regions and talented newcomers](#); [Report on Europe’s leading research and innovation organizations in nanotechnologies, advanced materials and new manufacturing processes \(NMP\)](#); [Report on challenges limiting the participation of talented newcomers in NMP projects](#); and [Report on how to increase the participation of talented newcomers in Horizon Europe NMP projects](#). In March 2022, a special innovation policy workshop was held, dedicated to increasing the participation of newcomers in NMP projects.

Finally, the FIT-4-NMP register of talented newcomers amassed 189 organizations from 54 regions and 27 countries, which can be viewed [here](#). Talented newcomers in the FIT-4-NMP register were provided free support to assist them to participate in Horizon Europe research in advanced materials, manufacturing technologies, clean industries and circular industries.

FIT-4-NMP COMMUNICATION

TARGET GROUPS

The FIT-4-NMP communication plan was based on the results of the Report on challenges limiting the participation of talented newcomers in NMBP projects (D4.1) and the Report on best practices and policy measures (D4.2). To map communication activities, all FIT-4-NMP consortium members were engaged in a survey in Q2-2023. The results of the survey were used as the basis for this report. The survey questions are presented in the Attachment 1 of this document. The WP4 results communication was aimed at communicating the results to relevant stakeholders classified into five target groups:

1. **Talented newcomers.** Altogether, 395 talented newcomers were identified by consortium members. This list was an open document, new organizations could be added at any time.
2. **Regional and/or national authorities responsible for R&I policy and funding.** Altogether, 82 representatives of regional and/or national authorities were reached by the consortium partners.
3. **Local innovation or technology transfer nodes** (clusters, umbrella organizations, etc.). Altogether, 1421 organizations were reached by the consortium partners.
4. **European Commission.** The project report was delivered to the EC project officer, and it also was also presented during NCP meetings. 29 EC members were reached by the consortium partners.
5. **Other.** Altogether, 9442 representatives of the wider/general public, media, other businesses etc. were reached by the consortium partners.

Table 1: Number of relevant stakeholders in each target group addressed by the project partners:

Project Partner →	LTC	TC	IMT	TPF	IMSAS	NASU	INT + LU	ASTP	ALL
Target group ↓									
1. Talented newcomers	17	13	10	16	18	40	232	49	395
2. Regional / national authorities	14	2	1	1	10	3	18	33	82
3. Local innovation or technology transfer nodes	9	2	0	3	3	4	0	1400	1421
4. European Commission representatives	1	0	0	0	0	0	3	25	29
5. Other	1167	512	0	2	0	0	1673	6088	9442

Note 1: During the implementation of the Task 4.3, the original plan was to contact at least 100 organizations (with the focus on Widening countries) at EU, national and regional level to present good practices and policies of the FIT-4-NMP project: EC related DG's; TAFTIE members, EEN branches and members, European cluster collaboration platform members, science and technology parks, clusters, associations, HUBs, DIHs and other organizations. In the case of the EC, the main communication channels was to be delivery of the project's report to the EC project officer or other representatives and presentations during NCP meetings.

CONSORTIUM PARTNERS' ACTIVITIES

The communication activities included three mechanisms that were used in parallel to reach regional and/or national stakeholders:

- A. Direct communication of recommended best practices and policy measures to stakeholders
- B. Presentation at relevant events at regional level, national level and EU level.
- C. Online publication of the report on best practices and policy measures.

Direct communication of recommended best practices and policy measures to stakeholders and/or meeting with local consortium partners.

During the implementation of the Task 4.3, it was planned to contact at least 100 organizations (with the focus on Widening countries) at EU, national and regional level to present good practices and policies of the FIT-4-NMP project: EC related DG's; TAFTIE members, EEN branches and members, European cluster collaboration platform members, science and technology parks, clusters, associations, HUBs, DIHs and other organizations.

The possible communication channels were the following:

- 1) Standardized emails about the FIT-4-NMP project and the opportunities to implement good practice and policies which could increase the participation of newcomers in NMP projects;
- 2) Call to action - an invitation to schedule a meeting and discuss opportunities for cooperation;
- 3) An additional call if the e-mail was not answered;
- 4) One pager could be added to an email;
- 5) The scheduled meeting could be conducted by presenting the information in a slide show, preparing a questionnaire for potential partners, agreeing to contact within a specified period of time.

Presentation of a relevant event at regional, national and EU level.

The project partners were encouraged to use the opportunity to present FIT-4-NMP project, its activities and results including D 4.1. and D 4.2. reports in various events and meetings.

Online publication of the report on best practices and policy measures.

The report on best practices and policy measures was published by project partners by using the communication channels already available in their organizations: websites, social media, newsletters etc. All partners were responsible for communicating about FIT-4-NMP reports through their own channels.

FIT-4-NMP project website <https://www.fit-4-nmp.eu/> was the main source of information about the project. The website displayed all general information about the project, the partners behind it and main objectives of FIT-4-NMP. The reports were uploaded to the website (publications directory), published in *News* directory and also added to the Newspaper.

FIT-4-NMP LinkedIn profile was also used for communication activities. The report was uploaded on the project's LinkedIn profile. Also, this platform was used to post extracts from the reports, main conclusions and recommendations to highlight the main findings. LinkedIn communication was also useful because all partners were invited to share its content through their own LinkedIn pages/accounts. All members of the consortium could also publish the report in their profiles and share it in the FIT-4-NMP LinkedIn profile.

To prepare for direct communication of recommended best practices, TC Prague prepared presentation slides and a one-pager that was used by the other partners to present the reports. An information package was sent

continuously to relevant stakeholders according to the mailing list. To ensure the presentation at relevant events, TC Prague constantly reminded partners and stakeholders to plan their activities and to map them internally.

Online publication of the reports was also a continuous activity. TC Prague prepared short ready-to-post messages for partners about the main problems/findings/recommendations that were identified in the reports, or posted short extracts from the reports and encouraged partners to share them.

Finally, after implementing the previously described tasks, TC Prague prepared this report on communication and adoption of best practices and policy measures. In the table below, we present the communication activities that were implemented by all the project partners to disseminate the WP4 results. These activities were divided by type of activity (direct communication with stakeholders as A; presentation on an event as B; and online publication of the results as C).

When it came to the eight listed direct communication activities with stakeholders, in the majority of cases, the consortium partners have communicated with local innovator or technology-transfer nodes (DeLab in Poland, business clusters, academic and innovation networks, NCP network etc.). The partners made 14 presentations of the WP4 results on relevant events (B) and 16 online presentations. All these activities are described in the following three tables (for activities A, B and C):

A: Direct communication with stakeholders (emails, calls, meetings, cooperation)			
	Partner, country	Description of action	Target group (1-5) + Short description of target group
II.23	NASU, Ukraine	Edited version of the document was sent by e-mail	1 - Newcomers, for which NASU is responsible
III.23	NASU, Ukraine	Direct communication with Office of Promotion of International Grant Activities of the NASU	3 - Scientific, and research community of Ukraine
III.23	NASU, Ukraine	Direct communication with Innovation Center of Kyiv Academic University	3 - Higher educational community of Ukraine
IX.22	TPF, Poland	Meeting with the president of the Polish Cluster of Composite Technologies, during Polish Saxon Innovation Days in Wrocław	3 - Cluster representing >90 Polish organizations from the composite sector
I.23	TPF, Poland	Meeting with a representative of Warsaw University Digital Economy Lab (DeLAB)	3 - DeLAB is interdisciplinary program networking scholars and researchers from various disciplines related to the transformation of the digital economy and society and globalization. Moreover DeLAB is a partner of EEN
V.23	TPF, Poland	Meeting with the President of the of Polish Automation and Robotics Association (FAiRP)	3 - The association represents the interests of 30+ employers (and other entities) creating solutions in the fields of automation and robotization.
I-IX.23	TPF, Poland	Phone calls and emails – discussion with a representative of the Polish National Contact Point for Horizon Europe + emails to talented newcomers	1-2 - National Contact Point for Horizon Europe supports the participation of Polish research organizations, enterprises and other institutions in the EU Framework Programme for Research and Innovation Horizon Europe
III.22	INT/LU, Luxembourg	Announcement to FIT-4-NMP subscribers about the FIT-4-NMP Policy Workshop being held on 31/03/22	1-5 - FIT-4-NMP subscribers (739)

B: Presentation at relevant event (workshop, webinar) at regional, national or EU level			
	Partner, country	Description of action	Target group (1-5) + Short description of target group
V.23	ASTP, Netherlands	FIT-4-NMP had a booth at ASTP Annual Conference where for three days they could expose the project's objectives and results	1-3-4-5 - ASTP community participating in Annual Conference specifically interested in EU projects' topics and results
IX.22	LTC, Latvia	Presentation at EU level during "Riga Food 2022" event "Innovative and sustainable solutions in food and packaging"	1-4 - Event was organized for manufacturing SMEs in food production industry, Regional and national authorities, municipalities, technology transfer centres, business incubators and accelerators.
II.23	LTC, Latvia	Latvian Council of Science, NKP, as part of Vidzeme Innovation Week. Online seminar,	1-3 - Event was organized for SMEs of Latgale region of Latvia, Regional municipalities, technology transfer centres, business incubators and accelerators.
V.22	LTC, Latvia	Presentation at EU level during "TechIndustry 2022" event "Advanced manufacturing - future of Europe."	1-4 - Event was organized for manufacturing SMEs in for the engineering and metalworking industry, Regional and national authorities, municipalities, technology transfer centres, business incubators and accelerators.
V.23	LTC, Latvia	Presentation at Regional level Preilu city municipality in Latgale region. "Future trends in entrepreneurship" - Onsite and Online workshop + networking event	1-3 - Event was organized for SMEs of Latgale region of Latvia, Regional municipalities, technology transfer centres, business incubators and accelerators.
X.22	IMT, Romania	FIT-4-NMP Networking and Brokerage Event at International Semiconductor Conference (CAS), Poiana Brasov, Romania + flyers about D4.2 and outline in the oral presentation	1-2 – Romanian talented newcomers + Representatives of the Executive Unit for the Financing of Higher Education, Research, Development and Innovation (UEFISCDI)
VI.23	IMT, Romania	Flyers about D4.2: FIT-4-NMP booth at EuroNanoForum 2023 Conference , Lund, Sweden	1-4 - Industry, academia, policy makers, regional and national authorities, clusters, European Commission representatives
V.23	IMT, Romania	Flyers about D4.2: Information and brokerage event of the National network of public and private organizations interested in European cooperation in the field of micro- and nanotechnologies - CESMIN MNT, Bucharest, Romania	1-2 - R&D community in micro- and nanotechnologies including Talented newcomers
X.23	IMT, Romania	Flyers about D4.2 and outline in the oral presentation: FIT-4-NMP Event at 46 th International Semiconductor Conference (CAS), Sinaia, Romania	1-2 - Talented newcomers from Romania
V.23	IMSAS, Slovakia	4th Strategic seminar aimed to support the cooperation between academy, universities and industry	1-3 - In front of 4 newcomers and 60 other participants mostly from industry.
III.23	NASU, Ukraine	Webinar on the possibilities for interaction between clusters, RDI sector carried out by APPAU	2-3 - Scientific, and industrial community of Ukraine
III.22	INT/LU, Luxembourg	Video on Youtube of the FIT-4-NMP Policy Workshop held online on 31/03/22	1-5 - 95 participants from among FIT-4-NMP subscribers
XI.22	TC Prague, Czechia	Information Day on the 2023 Horizon Europe challenges – Cluster 4 DIGITALISATION, INDUSTRY AND SPACE	1-5 - Presentation during Information Day for general public, researchers and stakeholders
II.23	TC Prague, Czechia	Workshop upon request for New Technologies Centre, University of West Bohemia	1-3 - Presentatoin of opportunities in Horizon Europe, incl. services of FIT-4-NMP

C: Online publication of the report (website, social media, newsletter, article)			
	Partner, country	Description of action	Target group (1-5) + Short description of target group
II.23	LTC, Latvia	Translation in Latvian " How to Increase the Participation of Talented Newcomers in Horizon Europe NMP Projects? " - EEN Latvia Newsletter, February 2023:	1;3 - Clients of EEN/Latvia
II.23	LTC, Latvia	Translation in Latvian " How to Increase the Participation of Talented Newcomers in Horizon Europe NMP Projects? " (adapted for Facebook)	1-3 - LTC FB followers
II.23	LTC, Latvia	Translation in Latvian " How to Increase the Participation of Talented Newcomers in Horizon Europe NMP Projects? " - LTC Homepage.	1-3 - LTC website visitors
II.23	TPF, Poland	Publication of the report on the TPF website (information in English and Polish)	1-3 - TPF website visitors
II.23	IMT, Romania	Website of the Support Center for European Cooperation in Micro- and Nanotechnologies (CESMIN) / Extranet section "Useful publications, studies, reports" (password protected access for registered users) – announcement in Romanian language	1-2 - R&D community in micro- and nanotechnologies including Talented newcomers
II.23	IMSAS, Slovakia	Press release: How to increase the participation of talented newcomers in NMP programs of Horizon Europe : Info 3 monthly newsletter of IMSAS	1-3 - 15 R&I local policy experts
II.23	NASU, Ukraine	A translated, edited version of the document was published on NASU site	1-3 - Scientific, educational and research community of Ukraine
III.23	NASU, Ukraine	The article based on D 4.2 and interim project results have been published on at the "Svit" newspaper	1-3 - Scientific, educational and research community of Ukraine
IV.23	INT/LU, Luxembourg	News article about the FIT-4-NMP Policy Workshop held online on 31/03/22 (News article)	1-5 - FIT-4-NMP subscribers (739)
IV.23	INT/LU, Luxembourg	News article about the FIT-4-NMP publication "How to Increase the Participation of Talented Newcomers in Horizon Europe NMP Projects" . (See News article)	1-5 - Luxinnovation's Horizon Europe newsletter subscribers
X.23	ASTP, Netherlands	Article released on ASTP website: Free support to newcomers for Horizon Europe NMP research	3,5 - Part of ASTP community specifically interested in EU projects' topics and results
II.23	ASTP, Netherlands	Article released on ASTP website: FIT-4-NMP: Significant results supporting to talented newcomers (astp4kt.eu)	3,5 - Part of ASTP community specifically interested in EU projects' topics and results
VI.23	ASTP, Netherlands	Interview realised during ASTP Annual Conference and uploaded on ASTP website for ASTP members	3,5 - Members of ASTP specifically interested in EU projects' topics and results
V.23	TC Prague, Czechia	Jiří Janošec - How to increase the participation of talented newcomers in European NMP research projects? TC website	1-5 - Article on the TC Prague website for general public, researchers and stakeholders
II.22	TC Prague, Czechia	Jiří Janošec & Petr Pracna – Free support for the new Horizon Europe programme	1-5 - Article on the Věda Výzkum website for general public, researchers and stakeholders
II.22	TC Prague, Czechia	Jiří Janošec & Petr Pracna – FIT-4-NMP project offers free support for Hop-On Facility under Horizon Europe Part of the information activities was focused on ERA-NET Cofund calls, namely M-ERA yearly calls 2022 and 2023. The origin of the M-ERA consortium dates back to the 2020 call of the NMBP programme, the execution of which has been designed for the years 2021-2025. In some of the consortium countries, proposers had a growing trend both I number of applications as well as the number of funded projects.	1-5 - Article on the Horizon Europe Czech website for general public, researchers and stakeholders

Note 1: Target groups: 1. Talented newcomers. 2. Regional and/or national authorities responsible for R&I policy and funding. 3. Local innovation or technology transfer nodes (clusters, umbrella organizations, etc. 4. European Commission. 5. Other.

Note 2: By 31/12/23, deliverable D4.1 had been viewed 839 times and downloaded 92 times + deliverable D4.2 had been viewed 1083 times and downloaded 106 times (these figures were tracked using Docdroid).

CONSORTIUM'S COMMON ACTIVITIES

During the second period of the project (01/07/2022-31/12/2023), there were still several common consortium communication and dissemination activities planned under WP5 and worth mentioning here:

A. EC networking events attended by talented newcomers in Period 2

- "International opportunities for scientists in the field of nanotechnology, modern materials and new production processes", Info-day about Horizon Europe programme, Shevchenko Kyiv National University, 30 June 2022
- Processes4Planet Brokerage Event, Brussels, 17 October 2022
- Matchmaking event (Clusters 4, 5, ...), KETS 2022, Strasbourg, France, 10 November 2022 (Cleancarb and Amer-Sil) <https://kets2022.b2match.io/page-4961>

B. Networking events organized in underrepresented regions in Period 2

- INT, "Advanced Materials and Technologies" (AMT), Palanga, Lithuania, 22-26 August 2022
- IMT, International Semiconductor Conference (CAS), 12-14 October 2022 ([FIT-4-NMP networking and brokerage event](#) on 13th October 2022 + booth), Poiana Brasov, Romania
- IMSAS, "[Functional Materials](#)" Conference, Bratislava, Slovakia, 25 October 2022
- INT, "Trends in Nanotechnology" (TNT), Tirana, Albania, 3-8 Oct 2022
- TC Prague, Pillar 2/Cluster 4 info-day, Prague, 24 November 2022
- TC Prague, Pillar 2/Cluster 5 info-day, Prague, 23 November 2022
- FIT-4-NMP booth at [ASTP Annual Conference 2023](#), Tallinn, 24-26 May 2023

C. Future events

- FIT-4-NMP booth at [EuroNanoForum 2023 Conference](#), Lund, Sweden, 11-13 June 2023
- IMT, International Semiconductor Conference (CAS), Sinaia, Romania, 11-13 October 2023

IMPLEMENTATION CHALLENGES AND OPPORTUNITIES

When monitoring the implementation actions conducted by the relevant stakeholders as a reaction to the D4.2 recommendations to increase the participation of talented newcomers in NMP projects, the following challenges and opportunities of implementing good practices and policies appeared.

In Poland, during the talks with representatives of the Composite Cluster and the National Contact Point, the issue of increasing the level of participation of talented newcomers in NMP projects (also in the context of the Widening Hop On Facility program) was raised. TPF suggested that to find talented newcomers as the most suitable partners for the destinations, objectives, and scope of specific calls or to join already started projects, further analysis of the potential risks or other challenges associated with these calls or projects should be provided. If the experience or potential contribution of talented newcomers covered the possible risks or challenges, the chance of inviting these entities to participate (or to join) projects significantly increased.

In Czechia, Part of the information activities was focused on ERA-NET Cofund calls, namely M-ERA yearly calls 2022 and 2023. The origin of the M-ERA consortium dates to the 2020 call of the NMBP programme, the execution of which has been designed for the years 2021-2025. The Czech participation of Czech proposers had a growing trend both in terms of the number of applications as well as the number of funded projects.

CONCLUSION

The consortium has monitored the adoption of the recommended good practices and policies by regional/national authorities and stakeholders which is captured in this Deliverable D4.3. In this D4.3 report on the communication and adoption of the best practices and policy measures by relevant stakeholders: talented newcomers; regional and/or national authorities responsible for R&I policy and funding; local innovation or technology transfer nodes (clusters, umbrella organisations, etc.); and the European Commission has been prepared with substantial input from all consortium partners. The sets of best practices and policy measures have been communicated to **11,351 relevant stakeholders**: 379 talented newcomers; 81 regional and/or national authorities responsible for R&I policy and funding; 1420 local innovation or technology transfer nodes (clusters, umbrella organisations, etc.); and 29 members of the European Commission and 9442 ordinary citizens. This number significantly exceeds the expected number of reached stakeholders.

Talented newcomers were reached through various project dissemination activities. Three mechanisms / types of activities were used in parallel to reach all the relevant stakeholders:

- A. Direct communication of recommended best practices and policy measures to stakeholders including meetings with local consortium partners where necessary
- B. Presentation at relevant events at regional level, national level and EU level
- C. Online publication of the report on best practices and policy measures

In the case of the European Commission, the main communication channel was the delivery of the project report to the EC project officer and other relevant members of the EC, also present during NCP meetings. Part of the information activities was focused on ERA-NET Cofund calls, namely M-ERA yearly calls 2022 and 2023. The origin of the M-ERA consortium dates back to the 2020 call of the NMBP programme, the execution of which has been designed for the years 2021-2025. In some of the consortium countries, proposers had a growing trend both in terms of the number of applications as well as the number of funded projects.

This D4.3 report demonstrated and provided evidence of multiple stakeholder exploitation of the FIT-4-NMP project results for the purposes of wider visibility and uptake of EU domestic NMP innovations and the stimulation of new NMP research projects under Horizon Europe involving newcomers from underrepresented regions of the EU and Associated Countries. The approach adopted by the consortium members ensured effective and sustainable dissemination of the FIT-4-NMP project results to relevant stakeholders and authorities throughout the European NMP research and innovation chain and beyond, for economic, scientific and societal purposes. The consortium members believe that the active communication of the FIT-4-NMP project and its results raised the awareness of stakeholders and the general public about the activities carried out and the results achieved with the financial support of the European Commission.

ATTACHMENT 1: SURVEY FOR PARTNERS ON COMMUNICATION OF WP4 RESULTS
FIT-4-NMP Survey on communication of best practices and policy measures to increase participation of newcomers in NMP projects (5-2023)
I. Identification of the project partner

1. Please provide the following information:

First name, Surname	
Email	
Institution and country	

II. Communication action

2. How many relevant stakeholders of the following target groups have you addressed to communicate D4.2 results?

Target group	Number
1. Talented newcomers. Reached mainly through activities in WP5.	
2. Regional and/or national authorities responsible for R&I policy and funding	
3. Local innovation or technology transfer nodes (clusters, umbrella organizations, etc.).	
4. European Commission representatives	
5. Other – who?	

Note 1: During the implementation of the Task 4.3, it is planned to contact at least 100 organizations (with the focus on widening countries) at EU, national and regional level to present good practices and policies of the FIT-4-NMP project: EC related DG's; TAFTIE members, EEN branches and members, European cluster collaboration platform members, science and technology parks, clusters, associations, HUBs, DIHs and other organizations.

Note 2: In the case of the EC, the main communication channels will be delivery of the project's report to the EC project officer or other representatives and presentations during NCP meetings.

3. Can you fill in the table below to describe all communication actions you have implemented to communicate the D4.2 results?

	Communication activity				
	Type of action (A-C)	Short description of action, channel and eventually link	Target group (1-5)	Short description of target group	Date of com. activity
1.					
2.					
3.					

Note: Type of action is a description of a concrete activity implemented via the following communication channels:

- A. Direct communication with stakeholders (emails, calls, meetings, cooperation)
- B. Presentation at relevant event at regional level, national level and EU level (ws, webinar..)
- C. Online publication of the report (website, social media, newsletter, article)

Note 2: For target groups 1-5 please see question n. 2

4. Can you list all implementation actions, decisions, policy changes and activities that you have monitored that the stakeholders have made as a reaction to the D4.2 recommendations to increase the participation of talented newcomers in NMP projects? What challenges and opportunities of implementing good practices and policies have appeared, if any?

Thank you for your participation in the survey and your valuable input! 😊

TC Prague