

ASTRA PROJECT

D7 (D1.4) List of the 15 recruited ESRs

Project Acronym:	ASTRA
Grant number:	955518
Project Full Title:	Applying Sustainability Transition Research in Social Work tackling Major Societal Challenge of Social Inclusion
Call:	H2020-MSCA-ITN-2020
Type of Action:	MSCA-ITN-ETN
Project URL:	www.astra-sw-network.eu
Deliverable number:	D7 (D1.4)
Deliverable name:	List of the 15 Recruited ESRs
WP number:	WP 1
Type:	Other
Contractual delivery date:	M6
Actual delivery date:	30.09.2021 (M11)
Dissemination level:	PU, CO
Lead beneficiary:	2 - UNIBI
Keywords:	Recruitment, ESR, Results
Author(s):	Prof. Dr. Holger Ziegler (UNIBI) holger.ziegler@uni-bielefeld.de
Contributor(s)	Anu Kettunen (JYU) anu.e.kettunen@jyu.fi

Recruitment Results

Selected Candidates

Fifteen eligible, engaged and academically very promising candidates were finally selected for the ESR positions in the ASTRA project.

For an overview of the selected candidates see Table 1.

The 15 selected ESR have 13 different nationalities. Nine of the selected ESRs come from non-EU countries (1 from China, 1 from Ethiopia, 1 from Ghana, 1 from India, 1 from Iran, 1 from Philippines, 1 from Serbia, 1 from Syria, 1 from USA) and needed visa before they could start their work in the project.



This project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 955518.

Gender

From the fifteen selected ESRs, seven are female and eight are male, this means that 46.7% of the ESRs are female.

Each partner applied gender and equal opportunity policies at their local organizations for evaluating, selecting, and interviewing the candidates. To ensure the equality of opportunities we have encouraged women with the appropriate qualifications to apply.

Eligibility

Being clear in general but a trickier issue in detail the eligibility of the recruited candidates has been scrutinized and verified by at least four different bodies of the ASTRA project: the ASTRA consortium, the recruiting organizations, the project coordinator, and the WP Recruitment leader. In the case of any disagreement about the eligibility of *any* candidate legal advisors have been consulted. There had not been any disagreement in the cases of the *recruited* candidates.

All the recruited candidates, at the time of the recruitment, had less than four years full-time equivalent research experience and have not been awarded a doctoral degree. Hence all qualify as Early-Stage Researchers. All recruited candidates undertake transnational mobility. All have carried out their educational, research and work activities outside the country of the recruiting organization for more than 24 in the 36 months prior to their recruitment. The eligibility criteria were verified by the application documents, the detailed CVs, and certificates (enrolment certificates, certificates of degrees) provided by all applicants. These criteria have also been scrutinized in the application interviews. All recruited candidates are clear cases of eligible candidates.

Nationality

The fifteen selected ESRs have the following nationalities:

China	(ESR 2)
Ethiopia	(ESR 6)
Ghana	(ESR 14)
Greece	(ESR12, ESR13)
Germany	(ESR 11)
India	(ESR 15)
Iran	(ESR 1)
Ireland	(ESR 4, ESR 7)



Italy (ESR 8)
 Philippines (ESR 5)
 Serbia (ESR 10)
 Syria (ESR 3)
 USA (ESR 9)

Table 1 Selected ESRs for the fifteen positions in the ASTRA project

ESR	Name	Gender	Nationality	Recruiting Beneficiary
1	Atefeh Safarabadi Farahani	F	Iran	University of Jyväskylä
2	Kang Liu	M	China	University of Jyväskylä
3	Areen Nassar	M	Syria	University of Jyväskylä
4	Rebecca Conway	F	Ireland	University of Bielefeld
5	Jeany Rose Teguihanon	F	Philippines	University of Bielefeld
6	Michael Emru Tadesse	M	Ethiopia	the Free University of Bozen-Bolzano
7	Eileen Lauster	F	Ireland	University of Durham
8	Mattia Mansueto	M	Italy	Catholic University of Leuven
9	Amy Shackelford	F	USA	ISCTE - University Institute of Lisbon
10	Miroslav Budimir	M	Serbia	University of Ljubljana
11	Svenja Fischbach	F	Germany	University of Ljubljana
12	Ioannis Perifanos	M	Greece	CIRIEC-Belgium



13	Athina Moroglou	F	Greece	CIRIEC-Belgium
14	James Kutu Obeng	M	Ghana	Natural resources institute, LUKE
15	Shailendra Rai	M	India	Natural resources institute, LUKE

Table 2 Actual start dates

ESR	Name	Beginning
1	Atefeh Safarabadi Farahani	7.6.2021
2	Kang Liu	7.6.2021
3	Areen Nassar	7.6.2021
4	Rebecca Conway	1.6.2021
5	Jeany Rose Teguihanon	1.6.2021
6	Michael Emru Tadesse	15.7.2021
7	Eileen Lauster	1.6.2021
8	Mattia Mansueto	1.9.2021
9	Amy Shackelford	1.9.2021
10	Miroslav Budimir	1.6.2021
11	Svenja Fischbach	1.6.2021
12	Ioannis Perifanos	1.6.2021
13	Athina Moroglou	1.6.2021
14	James Kutu Obeng	1.6.2021
15	Shailendra Rai	9.8.2021

Candidates Profiles

Atefeh Safarabadi Farahani, ESR 1, University of Jyväskylä

I am Graduated with a social work bachelor's degree in 2012 from the University of social welfare and rehabilitation sciences, Tehran, Iran. I participated in the courses such as community development, women and human rights, social work theories in practice. I also achieved my Honours Degree of master in 2015 from the same university. As my master thesis I initiated an intervention to change the quality of life of



This project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 955518.

caregivers of children with cancer and it made my connection with the health care system so that I worked in a hospital for 2 years. In parallel I worked as a volunteer for an environmental NGO and developed a systematic review of “Green social work” in Persian. After master's graduation my interest in community social work led me to work as a social work officer of a transdisciplinary project for empowerment of deprived people in the margin of cities.

My main research interests include community development in urban and rural areas, sustainability, environmental social work, and green social work.

The ASTRA project of mine is about local Environmental issues as transdisciplinary challenges for Social Work, it's a complex of qualitative and comparative studies. The main object of this research is conceptualizing structure for social workers in work with vulnerable groups of people who face environmental degradation. I really believe that filling the gap between research and practice is crucial for modern social work.

Kang Liu, ESR 2, University of Jyväskylä

I obtained Master of Social Work from Monash University (Australia) in 2017. During my study I encountered with various connections between the environment and social work. Inspired by the contemporary social work theories and explorations, I have grown strong research interest in the field of environmental and transdisciplinary social work.

As part of the ASTRA program, I will be investigating the capabilities of Circular economy as a model of economic sustainability transition to respond to precariousness of the European youth. Through this project, we intend to identify the options of collaboration between the circular economy and young people facing precariousness; and look for the possibilities of SW to connect the circular economy in the practice with young people facing precariousness. The research method will include survey and case studies. Specific expected outcomes of the project are: comparative knowledge and new models of collaboration between the circular economy and young people facing precariousness; critical real-life data about the realisation of the promises and investments regarding new livelihood in the circular economy; a design of the new role of SW in creating access to a new economic base for young people facing precariousness.

Areen Nassar, ESR 3, University of Jyväskylä

I graduated in 2020 with honours with a master's degree in social work in healthcare from the University of Debrecen. This postgraduate study has developed so many of my personal, practical and professional skills as well as expanded my theoretical knowledge



of social workers' roles in contemporary social inclusion issues. My master's research thesis focused on migrants' objective and subjective well-being and the role of social workers in promoting their integration.

The solid experience I gained through working as a community development social worker made me well-equipped with a combination of strong interpersonal communication abilities and emotional maturity skills while fuelling my research interest in the issues of migration, social sustainability and justice.

My research project centres around the contributive justice for young migrants in rural environments as a challenge for sustainable social work knowledge and practice. It mainly aims to introduce a new theoretical understanding of contributive justice for and sustainable well-being of young migrants in local rural contexts. The research also conducts a comparative analysis of social inclusion challenges for young migrants and the role of social workers in promoting their participation in and contribution to different social institutions, including political, economic and cultural ones of migrants' host countries.

Rebecca Conway, ESR 4, University of Bielefeld

I graduated from University College Dublin, Ireland in 2011 with a Bachelor of Honours of Social Science. I completed courses such as Social Justice, Sociology, Statistics, Social Work and Sustainability. I am also an alumna of Massey University, Aotearoa New Zealand where I achieved an Honours Degree of Master of Applied Social Work in 2020. In this degree I completed courses such as Field Work Practice, Social Policy Analysis, Māori Development and the Social Services, and Social and Community Work Theory and Practice.

As part of my Master's programme, I completed a research report titled 'Social work in a changing environment: The impact of green social work' with the aims of gaining a greater understanding of the impact of climate change on social workers in Aotearoa New Zealand, and to examine social workers' understanding and application of green social work as an approach. My main areas of interest are the intersection of social work and environmental sustainability, social and ecological justice, and community development.

My ASTRA research project focuses on the sustainable impact of the action of socio-professional integration centres on enhancing faith in valued ways of making a living for young people in precarious situations. My aim is to determine how these young people are currently viewed by society, and how they are enabled (or not) to gain contributive justice in projects that are actually meaningful to them. This qualitative, participatory research will draw on critical theory, ecosocial approaches and ecological justice.



Jeany Rose P. Teguihanon, ESR 5, University of Bielefeld

I earned my Bachelor of Science in Social Work degree from the University of the Philippines-Diliman in 2009 and a Master of Arts in Advanced Development in Social Work (ADVANCES) under the Erasmus Mundus Program in 2017. I worked extensively with communities through local and international non-government organisations and national government agencies in promoting and protecting the rights of Filipino women, girls, boys and men. My fields of interest include gender and migration, gender equality and gender-based violence, capacity building through formal and informal education methods, community organising and social activism, the NGO and GO sectors and their role in social protection and gender equality, the challenges and practices in social work focusing on social inclusion and integration, and the empowerment and engagement of individuals and groups at risk of exclusion.

Research Project: Aspects Of Contributive Justice In The Context Of Eco-social Projects For Social Inclusion.

My research project aims to tackle the impact of eco-social projects in promoting contributive justice and social inclusion of young people in marginalised social positions and migrant backgrounds. The study will employ a Participatory Action Research (PAR) approach, which involves working with stakeholders (social workers and youth) to assess eco-social projects' effectiveness in promoting social inclusion. It will also explore stakeholders' awareness and understanding of the various factors affecting youth groups and social work practitioners in this field. The research will employ quantitative and qualitative methods- a literature review on the key concepts, key informant interviews, focus group or vignette-based discussion, and inferential statistics that determine possible factors affecting social inclusion.

Michael Emru Tadesse, ESR 6, The Free University of Bozen-Bolzano

I obtained my bachelor's degree in sociology and social work in 2010 from Jimma University in Ethiopia. I also have two master's degrees. The first is a Master of Social Work (MSW) degree, which I completed in 2014 from Addis Ababa University in Ethiopia. The second is an MA degree titled "Social Work as a Human Rights Profession," which I completed in 2020 from Alice Salomon University of Applied Sciences Berlin in Germany. I have worked as a social worker, social work educator, and social work researcher. My research work focused on children's rights, adolescents' wellbeing, subjective wellbeing, social inclusion of migrants, and the social economy.

Within ASTRA, my research project is titled "Eco-social Innovation and Solidarity Economy in Vulnerable Local Communities: Exploring the Black Solidarity Economy in



This project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 955518.

Europe.” The purpose of my research is to identify and examine institutions and organizations of the Black Social Solidarity Economy in Europe in relation to the ideas of eco-social innovation, social inclusion, and sustainability transition. To do so, I use a systematic literature review and multiple case study research design. The cases for this study will be selected from Italy, Germany, and Austria.

Eileen Lauster, ESR 7, University of Durham

I was awarded a Masters in Social Work, majoring in Administration and Community Organisation, from Wayne State University in Detroit, Michigan before practicing as a social worker in child protection, family, and youth services in the United States. I then moved to Ireland practicing first in adult mental health services and later in social work education and social enterprise.

For the Astra Project, I will address Social Sustainability through using Participatory and Inclusive social work practice to promote sustainable communities. The objectives of my individual project are to:

- develop an understanding of social work practices building sustainable communities,
- build a model of evaluation for social work practices promoting sustainable communities;
- determine capacity to apply this model;
- analyse the transferability of this model in a range of service and community settings.

My research will use participatory methods to gather data from projects in England and Belgium.

Mattia Mansueto, ESR 8, The Catholic University of Leuven

I obtained my master’s degree in Innovation and research for social work at University of Bolzano (Italy) in 2020 and my bachelor’s degree in social work at University of Torino (Italy) in 2016. I completed 3-month pre master graduation traineeship and 4 month post-graduation in the Early Language and Learning Lab at DCU-Dublin City University. During my bachelor academic studies, I experience to study two semesters in Tübingen (Germany) and one semester in Ghent (Belgium), and I did a two-month internship in Berlin (Germany) in 2015.



My research project in ASTRA focuses on Sustainable housing solutions for SW practices for social inclusion of young people in precariousness (Project Title).

The aim is to link the eco-social approach to current SW practices with homelessness and housing exclusion, to deepen the theoretical understanding of the interlinkage between the strategies to combat housing exclusion and TSTR, to analyse sustainable solutions to housing exclusion in Europe.

Amy Shackelford, ESR 9, University Institute of Lisbon, ISCTE

Originally from the United States, I have been working in the social work field for seventeen years with a main focus on community organizing and program development. I completed my Bachelor of Social Work program in 2010 and went on to work as the Executive Director of Central Indiana Jobs with Justice, a coalition working to build class solidarity. After completing my dual Master of Social Work and Master of Public Health degrees, I relocated to Cape Town, South Africa to work at the Scalabrini Centre of Cape Town. While in South Africa, I assisted in developing community led programming for women with refugee and migration backgrounds. Before joining the ASTRA Institute, I worked as the Program Director at the Immigrant Welcome Center in Indianapolis, USA and as an adjunct professor at Indiana University Purdue University Indianapolis (IUPUI) where I taught Executive Leadership and Social Policy to Master of Social Work students.

My academic focus is eco-feminism, gender, migration, and community organizing. I frame my social work studies on the premise of liberation and healing, with the goal of social work being a vehicle to dismantle systems of oppression. My PhD project focus is discovering new and innovative social work models that cultivate sustainable and economically just local level programs. Research conducted for this project will include case studies, ethnographic interviews, and utilize grounded and critical race theories.

Miroslav Budimir, ESR 10, University of Ljubljana

I had completed my four-year undergraduate studies at the University of Belgrade Faculty of Political Science's Department of Social Policy and Social Work in 2009, and after working as a social worker with the deprived persons of the community of almost all ages and walks of life, I completed my Master's studies at the same University's Department in 2020 with the Master's Thesis on the "Universal Basic Income as an Instrument of Social Policy". The focus of my research interest is the connection between the function of social policy and social work, and the basic social question of modern society: unjust distribution of income and assets that give rise to social problems of inequality, poverty, unemployment and social exclusion, and undermines



real freedom and participation of majority of the population in the social, economic, cultural and political life of the community and the society as a whole. I am deeply interested in research and practice of transition to sustainable social, environmental and economic policies based on core human values of justice, solidarity and mutual aid between all people.

Within the ASTRA project, I inquire into the food poverty, food waste and redistribution programmes as sustainability transition. It is comparative research about the interconnection between food waste and food poverty reduction policies in three European countries with different welfare regimes: Slovenia, Serbia and Finland. I will inquire into how the food poverty reduction programmes are interconnected with the economic and environmental policies of the EU and the respective countries. Mainly drawing on the critical and radical social work theory, the purpose of my research is to identify the sustainable ways of ensuring food security that will not infringe upon the basic human rights of hungry people.

Svenja Fischbach, ESR 11, University of Ljubljana

I obtained my master's degree in Social Work at the Protestant University for Social Work and Deaconry Hamburg (Germany) in 2014 and my bachelor's degree in Social Work at the University of Applied Science Esslingen (Germany) in 2011. During my academic studies, I spent six months in Plymouth (UK) and another six months in Jaén (Spain).

My academic fields are poverty research, social policy, social justice, subject-oriented research approaches with service user involvement, and participatory social work practices. I worked as a social worker in several fields and most recently as a subject specialist for an umbrella organisation in the field of youth work and youth services.

My research project focuses on "the impact of care work-related female labour migration from Central and Eastern European countries to Western Europe for the 'left behind' communities" (working title). The main objective is to provide new research-based evidence about the impact of female labour migration into the care sector abroad in the 'left behind' communities in Central and Eastern European (CEE) countries. Furthermore, the aims are to develop a new understanding about the complexity of the gendered dimensions of local economic sustainability regarding care work and to provide models for sustainable, gender equal economic solutions for care work and the needs of CEE local communities. Therefore, I will undertake fieldwork in two 'left behind' local communities in CEE countries.

Ioannis Perifanos, ESR 12, CIRIEC-Belgium



This project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 955518.

10 (13)

I received my Master's degree in Economic and Business Strategy from the University of Piraeus (Greece), in 2014, and my studies are related to the fields of Economics, Business Administration, Research Analysis, Business Strategy, International Economics, Finance, and Risk Analysis. I have professional experience in a Social Work context, working with young migrants and refugees in developing Community-Defined Indicators (CDI) for the development and evaluation of socio-economic integration programmes in Greece. I have gained experience in applied research methodologies, both qualitative and quantitative, as well as their combination, enabling innovative approaches and better interpretation, from my contribution to academic research projects and publications on Sustainable Development, Social Innovation, Youth Entrepreneurship, Non-Typical Education, and Digital Skills, in cooperation with the Laboratory of Agricultural Extension, Agricultural Systems & Rural Sociology, of the Agricultural University of Athens.

My research project in ASTRA focuses on developing assessment tools to measure the sustainable impact of social inclusion programmes on young people facing precarious situations and people with a migration background. The work aims to co-construct impact assessment methodologies in 'real-life' settings of social inclusion programmes, to develop tools and synthetic indicators to ease the interpretation of results comparatively, and to contribute to valuing the Social Work impacts on local and regional economies, including in particular various types of 'social economy' local partnerships. The project tries to assist the demonstration of the impact of Social Work in local development and to provide valuable tools for policymakers and public funding authorities regarding socio-economic impact assessment, through reproducible digital solutions.

Athina Moroglou, ESR 13, CIRIEC-Belgium

I obtained a Diploma in Architecture (equivalent to master) from the University of Patras, Greece in 2016 and a M.Sc. in Integrated Urbanism and Sustainable Design from the University of Stuttgart, Germany in 2020, while receiving in 2018 a full scholarship for postgraduate studies of Bodossaki Foundation (Greece).

During my M.Sc. studies I was engaged with interdisciplinary research and had the opportunity to work on site-specific projects in cooperation with local communities and different stakeholders, organizations and institutions. The projects I was involved in aimed to develop practical and conceptual approaches towards sustainable urban planning by combining environmental and social concepts for urban transformation under the challenges of the global urbanization trends. I conducted multiple interviews and developed participatory tools for data collection both in developed and developing contexts. The title of my research thesis was "From anti-austerity protests to urban



alternative futures in the post-crisis neoliberal city. The case of Athens, Greece". I have working experience as an architect and I have participated in various workshops, summer schools and courses on urban planning, social entrepreneurship and humanitarian action.

My personal research project in ASTRA focuses on the enhancement of democratic economic participation in vulnerable transdisciplinary contexts, with a spatial consideration of urban re-designing and an impact intention for local territorial development. The aim of my research is to investigate the interlinkages between participative processes based on social economy initiatives and regional economies; to analyse the potential impact of 'inclusive economic participation', of urban development; and to identify new Transdisciplinary Sustainability Transition Research options for Social Work in this context. The work includes the development of new understanding on the impact of new transdisciplinary partnerships based on inclusive economic participation on local territorial development and new knowledge of Social Work re-defined in the light of the sustainable socio-economic inclusive transition

James Kutu Obeng, ESR 14, Natural Resources Institute, LUKE

I hold a bachelor's degree in Social work with Sociology from the University of Ghana. Also, I recently graduated from the Erasmus Mundus Joint Master's Degree in Social work with Families and Children – University of Stavanger, ISCTE-IUL, University of Gothenburg, and Makerere University. Over the years, I have gained first-hand experience in working with children and young people from Africa and Europe. My research interest is in understanding issues of welfare of marginalized young people and families, especially those with migration backgrounds. In that vein, my previous research has centred on the life transitions of young people in and out of care institutions in Africa and Europe.

My project within ASTRA focuses on the natural environment as a resource to promote sustainable wellbeing. Therefore, I will be researching about green care nature-based interventions for young people in precarious situations and how it promotes relational wellbeing. I will apply a mixed method design by using the Public Participation Geographic Information System (PPGIS) and qualitative interviews to assess the nature preferences of participants and the impact of green care on them.

Shailendra Rai, ESR 15, Natural Resources Institute (LUKE)

I have completed my master's degree in Disaster Management from Tata Institute of Social Sciences (TISS), Mumbai (2014-16). My master's dissertation was on Climate Risk and Fishermen Livelihoods. I have worked in the field of Disaster Risk Reduction &



This project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 955518.

Resilience (DRRR), Climate Change Adaptation (CCA) in different countries with government, non-government and academia organisations. Prior to this ASTRA project, I was working as Resilience Adviser with VSO Myanmar based in Yangon to strengthen resilience (organisational development and community resilience).

My research within the ASTRA project is focused on the use of public natural environments as a means of inclusion for people with a migrant background. The project aim is to apply the eco-social approach using the methodological triangulation between quantitative and qualitative methods which will promote inclusion and participation of migrants. The project will use ethnography methods as a research approach to develop a narrative account of cultural differences and to explore how the eco-social innovations and contributive justice enable a radically new type of social inclusion which will be supplemented by public participation geographic information system (PPGIS) survey.



Personal Career Development Plan

Personal Career Development Plan-Year 1

Name of ESR: Atefeh Safarabadi Farahani

Faculty of Social Sciences and Philosophy, Unit of Social Work

Name of Supervisor: prof. Kati Närhi

Date: 04.08.2021

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED (half page should be sufficient):

The role of social work regarding local environmental issues as transdisciplinary challenges concerning environmental induced displaced people (EIDP).

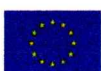
This research project examines the role and practices of social work in the context of forced migration as a cause of local environmental problems and challenges. This is explored by defining environmental displaced induced population (EDIP) and environmentally displaced people (EDP), development induced displacement, and forced migration from social work perspective. The target group of the study includes displaced people and social workers active in these kinds of settings. This research takes a mixed qualitative approach, including literature review and focus group discussions.

The dissertation style is tentative yet. It consists of 4 articles which first one is a comprehensive review, based on systematic review method, the data will be collected from academic databases. Second article concentrates on the opinion of displaced people due to developmental projects and the third one focuses on the social worker's approach who are active in these kinds of settings. The last article consists of a summary of the project.

LONG-TERM CAREER OBJECTIVES (over 5 years):

- studying Post doc in one of the EU universities
- developing projects in the NGOs which are active in sustainability development

2. What further research activity or other training is needed to attain these goals?



- Participate in related conferences and making links with related communities and NGOs.
- Qualitative methodology knowledge and social work theories .

SHORT-TERM OBJECTIVES (1-2 years):

1. Research results
 - Article 1: Systematic review
 - Article 2: Qualitative research about Forced migration due to developmental projects (research design, interview, focus group, analysis)
2. Anticipated conference, workshop attendance, courses, and /or seminar presentations:
 - LUKE thematic workshop, 3 days (September 2021, August 2022)
 - JYU thematic workshop, 3 days (September 2021, October 2022)
 - CIRIEC thematic workshop, 3 days (November 2021, September 2022)
 - JYU webinar, 1 day (January, February, March, April 2022)
 - Durham university and University of Ljubljana, Webinar, 1 day (Aug. Sept. Oct. Nov. Dec. 2021 and Jan. Feb. March. April 2022)
 - Summer school, 10 days, ISCTE-IUL (June 2022)
2. Research skills and techniques:

I participate in the Astra project and, if possible, in the training provided by the University of Jyväskylä.
3. Research management:

I participate in the Astra project and, if possible, in the training provided by the University of Jyväskylä.
4. Communication skills:

I participate in the Astra project and, if possible, in the training provided by the University of Jyväskylä.
5. Other professional training (course work, teaching activity):

I participate in the Astra project and, if possible, in the training provided by the University of Jyväskylä.
6. Anticipated networking opportunities

Partner NGOs of ASTRA including, ZERO, LUKE, FONTESA, Levun2030.

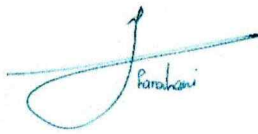


7. Other activities (community, etc) with professional relevance:

I participate in the Astra project and, if possible, in the training provided by the University of Jyväskylä.

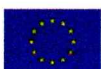
Date & Signature of fellow:

05.08.2021



Date & Signature of supervisor:

5.8.2021



Personal Career Development Plan

Personal Personal Career Development Plan-Year 1

Name of ESR: Kang Liu

Department: Kokkola University Consortium Chydenius (JYU)

Name of Supervisor: Aila-Leena Matthies

Date: 21 Sep 2021

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED:

The project will be investigating the capabilities of Circular economy as a model of economic sustainability transition to respond to precariousness of the European youth. Through this project, we intend to identify the options of collaboration between the circular economy and young people facing precariousness; and look for the possibilities of SW to connect the circular economy in the practice with young people facing precariousness. The research method will include survey and case studies. Specific expected outcomes of the project are: comparative knowledge and new models of collaboration between the circular economy and young people facing precariousness; critical real-life data about the realisation of the promises and investments regarding new livelihood in the circular economy; a design of the new role of SW in creating access to a new economic base for young people facing precariousness. The outputs will be presented as publications.



LONG-TERM CAREER OBJECTIVES (over 5 years):

1. **Hold an academic position in a University.**
Goals:.....
.....

2. **What further research activity or other training is needed to attain these goals? Participating in more types of research activities.**
.....
.....

SHORT-TERM OBJECTIVES (1-2 years):

1. **Research results**
o **Anticipated publications:**
What are the social impacts of circular economy? & Research Blogs of ongoing progress.
.....
.....

- o **Anticipated conference, workshop attendance, courses, and /or seminar presentations:**
Asia-Pacific Regional Social Work Conference 2021, European Conference of Social Work research 2022, The World Circular Economy Forum 2021
.....

2. **Research skills and techniques:**
o **Training in specific new areas, or technical expertise etc:**
Case study, participatory research, data collection
.....
.....

3. **Research management:**
o **Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)**



No plans yet.

.....

.....

4. Communication skills:

Networking with multiple stakeholders of circular economy.

.....

.....

5. Other professional training (course work, teaching activity):

No plans yet.

.....

.....

6. Anticipated networking opportunities

Circular economy business groups and communities, administrations.

.....

.....

7. Other activities (community, etc) with professional relevance:

No plans yet.

.....

.....

Date & Signature of fellow:



21 Sep 2021

Date & Signature of supervisor:



Personal Career Development Plan

Personal Personal Career Development Plan-Year 1
(Draft)

Name of ESR: Areen Nassar

Department: Kokkola University Consortium Chydenius

Name of Supervisor: Kati Turtiainen

Date: 25.08.2021

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED
(half page should be sufficient):

Human migration is a phenomenon that is urgently relevant to the world we live in. It arises pressing questions for social work knowledge and practice in terms of the issues of recognition, social inclusion and sustainability, as well as social workers' role in creating conditions for helping migrants to contribute socially and economically to the host countries. The neo-Aristotelian, socially sustainable approach of Paul Gomberg about contributive justice is going to be of special importance to our understanding of the capabilities of migrants to contribute to the development of local host communities and its positive reflection on their sustainable well-being.

My research project centres around the contributive justice for young migrants in rural environments as a challenge for sustainable social work knowledge and practice. It mainly aims to introduce a new theoretical understanding of contributive justice for and sustainable well-being of young migrants in local rural contexts. The research also conducts a comparative analysis of recognition and contribution challenges for young migrants and the role of social workers in promoting their participation in different social institutions through adopting the socially sustainable approach of contributive justice.



LONG-TERM CAREER OBJECTIVES (over 5 years):

1. Working as a postdoc researcher with research interests in Migration studies, social policy and social justice.
2. Working as a University professor in social work.

2. What further research activity or other training is needed to attain these

1. Teaching activities to develop teaching skills.
2. Participation in national and international conferences to develop presentation skills
3. Participation in workshops to develop communication skills and build strong academic networks

SHORT-TERM OBJECTIVES (1-2 years):

1. Research results
 - o Anticipated publications:

Literary Review: A literature review aiming to analyse, synthesise, and critically evaluate the current state of knowledge on the theory of contributive justice and sustainable well-being.

- o Anticipated conference, workshop attendance, courses, and /or seminar presentations:

1. LUKE thematic workshop, 3 days (September 2021, August 2022)
2. JYU thematic workshop, 3 days (September 2021, October 2022)
3. CIRIEC thematic workshop, 3 days (November 2021, September 2022)
4. JYU webinar, 1 day (January, February, March, April 2022)
5. Summer school, 10 days, ISCTE-IUL (June 2022)
6. JYU social work Doctoral seminars, (Sep. Oct. Nov. Dec 2021)
7. UNIBi Secondment, 3 months, (Jan. Feb. Mar 2022)
8. JYU doctoral Courses: Research ethics, open science resource, academic writing

2. Research skills and techniques:

- o Training in specific new areas, or technical expertise etc:

1. Durham University webinars on individual research methods, 1 day (Aug. Oct. Nov. Dec. 2021 and Jan. Feb. Mar. Apr. May 2022)



3. Research management:

- o Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)

Applying Sustainability Transition Research in Social Work tackling Major Societal Challenge of Social Inclusion (ASTRA research Project)

4. Communication skills:

Finnish language course A1

English Language courses

5. Other professional training (course work, teaching activity):

1. Choosing the publication channel course, JYU, (Oct 2021)
2. Research Data management course, JYU, (Oct 2021)
3. Methodology guide and databases course, JYU, (Oct 2021)
4. Dissertation start-up course, JYU, (Oct 2021)
5. Research Merits course, JYU, (Oct 2021)
6. Reference manager RefWorks course, JYU, (Nov, 202)

6. Anticipated networking opportunities

ASTRA Research and training network

7. Other activities (community, etc) with professional relevance:

Volunteer with Monikulttuurikeskus Gloria center

Date & Signature of fellow:

26.08.2021



Date & Signature of supervisor:



3. Research management:

- o Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)

Applying Sustainability Transition Research in Social Work tackling Major Societal Challenge of Social Inclusion (ASTRA research Project)

4. Communication skills:

Finnish language course A1

English Language courses

5. Other professional training (course work, teaching activity):

1. Choosing the publication channel course, JYU, (Oct 2021)
2. Research Data management course, JYU, (Oct 2021)
3. Methodology guide and databases course, JYU, (Oct 2021)
4. Dissertation start-up course, JYU, (Oct 2021)
5. Research Merits course, JYU, (Oct 2021)
6. Reference manager RefWorks course, JYU, (Nov, 202)

6. Anticipated networking opportunities

ASTRA Research and training network

7. Other activities (community, etc) with professional relevance:

Volunteer with Monikulttuurikeskus Gloria center

Date & Signature of fellow:

26.08.2021



Date & Signature of supervisor:

27.08.2021



Personal Career Development Plan

Personal Career Development Plan-Year 1

Name of ESR: Rebecca Conway

Department: Bielefeld University - Faculty for Educational Science

Name of Supervisor: Professor Doctor Holger Ziegler

Date: 24.09.2021

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED:

The working title of the ESR4 research project is *'Exploring the value of socio-professional integration projects aimed at supporting young people in precarious situations to gain contributive justice'*. The purpose of this research is to discover if nature-based programmes of social inclusion enhance the opportunity for young people in precarious situations to gain contributive justice and to learn about the young people's experiences in these projects. The research is a comparative study looking at similar projects in both Germany and Ireland. The aims of the research are to understand the level of involvement and the role of the young people's ideas within these projects, and how the young people are enabled (or not) to gain contributive justice in projects that are actually meaningful to them. The project hopes to comprehend if programmes of social inclusion enhance the opportunity for vulnerable young people to gain contributive justice and an increased relation for young people to the natural world.

LONG-TERM CAREER OBJECTIVES (over 5 years):

1. Goals:

• **Author:** Rebecca Conway • **Contact:** rebecca.conway@uni-bielefeld.de •

ASTRA - Applying Sustainability Transition Research in Social Work tackling Major Societal Challenge of Social Inclusion
© European Union, 2021. The content of this article does not reflect the official opinion of the European Union.
Responsibility for the information and views expressed in the article lies entirely with the author(s).

• www.astra-sw-network.eu • astra-project@jyu.fi •

By completing this research, I will be adding to a growing scientific base which can inform future policy with the intention of improving the life situations of those people to whom social workers provide support. The innovative practice-related solutions and fundamentally new types of research-based knowledge in this project will have a long-term impact not only on social work but on society and science at large. For this reason, my goal is to be in a secure position of employment, potentially in academia pursuing professorship due to my interest in research and educating the next generation of social work professionals. I would also like to remain connected with social work practice to connect the knowledge I will gain from this research project with the political and social world through social work organisations and perform research-based practice. I would also like to have a particular focus on social work practices that strive for social and environmental justice and cohesion, particularly through the ecosocial work approach. Finally, I would like to continue to be involved with the radically new transdisciplinary approach of the ASTRA project to tackle the major societal challenges faced in the practice of social work.

2. What further research activity or other training is needed to attain these goals?

It is important to have obtain both qualitative and quantitative research training to develop a high-level of research capability and the ability to use a mixed method approach in the future. Training in topics such as ecosocial work, radical social work, transdisciplinary approaches within social work, and human rights would be beneficial to better equip me for my future as a social work professional. Support, training and seminars on obtaining a PhD and life after a PhD would also be useful to prepare me for the aforementioned goals of transitions from PhD to academia and professorship. German language courses will also be necessary in order to conduct research and continue to work in Germany.

SHORT-TERM OBJECTIVES (1-2 years):

1. Research results

○ Anticipated publications:

Two articles will be completed in the first two years of the ASTRA project. A literature review will be completed in January 2022 and in October 2022 an exploratory article based on socio-professional integration projects with a focus on nature in Germany and Ireland will be finalised.

- Anticipated conference, workshop attendance, courses, and /or seminar presentations:
 - Research for sustainability transformations – Strengthening critical reflection and methodological capacities across disciplines (REFLECT) seminar on methods for public participation in sustainability transitions online on 30th September, 2021.

- Results in Health Photovoice training based on the participatory action research method, online from November 9-12th, 2021.
- 11th European Conference for Social Work Research (ECSWR) in Amsterdam, The Netherlands, hosted by Faculty of Applied Social Sciences and Law (FASSL), Amsterdam University of Applied Sciences from April 6-8th, 2022.
- ASTRA programme workshops in Finland, Germany, UK, Portugal, Italy and Slovenia.
- Participation in seminars and workshops at the University of Liège.
- Participation in seminars and workshops at the University of Ljubljana.
- Participation in seminars and workshops at Bielefeld University.

2. Research skills and techniques:

- Training in specific new areas, or technical expertise etc:
 - Qualitative research methods.
 - Research analysis tools (e.g. NVivo).
 - Contributive justice.
 - Capabilities approach.
 - Ecosocial work approach.
 - Social media in order to disseminate research and to network.
 - German language courses to ensure effective communication in the ethnographic research process.

3. Research management:

- Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)

Funding has already been granted by the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 955518.

4. Communication skills:

- Presentation of the project to organisations and service users to recruit them for the research project.
- Qualitative research skills during interviews and focus groups.
- Presentation of research results to research participants, stakeholders and academia.
- Networking skills both online and in person with organisations and individuals for the benefit of the project and dissemination of my research.
- Effective communication in German.

5. Other professional training (course work, teaching activity):

Not applicable.

6. Anticipated networking opportunities

- ASTRA programme network in Europe: TERRA, FEANTSA, ODL, Leuven 2020, etc.
- CIRIEC International networking events.
- Bielefeld University networking events.
- Sustainability Transitions Research Network (STRN), international network of scholars interested in the sustainable transformation of socio-technical systems.

7. Other activities (community, etc) with professional relevance:

- Three secondments: CIRIEC International, Belgium (January-March 2022); University of Ljubljana, Slovenia (March 2023); FEANTSA, Belgium (October & November, 2023).
- Collaboration with the other ESRs in the ASTRA project in relevant research projects, particularly those of work package four.

Date & Signature of fellow:

27.09.2021



Date & Signature of supervisor:

29.09.2021



Personal Career Development Plan-Final year

(Draft)

BRIEF OVERVIEW OF PROGRESS, ACHIEVEMENT AND PERFORMANCE (half page should be sufficient):

LONG-TERM CAREER OBJECTIVES (over 5 years):

If relevant, mention any adjustments to your long-term career objectives as a result of the training received.

SHORT-TERM OBJECTIVES ACHIEVED DURING THE TRAINING PERIOD:

1. Research results
 - o Publications (incl. in press):

 - o Conference, workshop attendance, courses, and /or seminar presentations:

2. Research Skills and techniques acquired:
 - o Training in specific new areas, or technical expertise etc:

-
3. Research management:
 - o Fellowship or other funding applications achieved (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)

 4. Communication skills:

 5. Other professional training (course work, teaching activity):

 6. Anticipated networking opportunities:

 7. Other activities (community, etc) with professional relevance:

Date & Signature of fellow:

Date & Signature of supervisor:

Personal Career Development Plan

Guidance on some of the competencies expected

The following points are a non-exhaustive series of aspects that could be covered by the Personal Career Development Plan, and it is relevant to the short-term objectives that will be set by the ESR and the reviewer at the beginning of the fellowship period. These objectives should be revised at the end of the fellowship and should be used as a pro-active monitoring of progress in the ESR's career.

1. Research results.

These should give an overview of the main direct results obtained as a consequence of the research carried out during the training period. It may include publications, conference, workshop attendance, courses, and /or seminar presentations, patents etc. This will vary according to the area of research and the type of results most common to each field. The information at this level should be relatively general since the Personal Career Development Plan does not strictly constitute a report on the scientific results achieved.

2. Research Skills and techniques acquired.

Competence in experimental design, quantitative and qualitative methods, relevant research methodologies, data capture, statistics, analytical skills.

Original, independent and critical thinking.

Critical analysis and evaluation of one's findings and those of others

Acquisition of new expertise in areas and techniques related to the ESR's field and adequate understanding their appropriate application

Foresight and technology transfer, grasp of ethics and appreciation of Intellectual Property Rights.

3. Research management.

Ability to successfully identify and secure possible sources of funding for personal and team research as appropriate.

Project management skills relating to proposals and tenders work programming, supervision, deadlines and delivery, negotiation with funders, financial planning, and resource management.

Skills appropriate to working with others and in teams and in teambuilding.

4. Communication skills.

Personal presentation skills, poster presentations, skills in report writing and preparing academic papers and books.

To be able to defend research outcomes at seminars, conferences, etc.

Contribute to promote public understanding of one's own field

5. Other professional training (course work, teaching activity):

Involvement in teaching, supervision or mentoring

6. Anticipated networking opportunities.

Develop/maintain co-operative networks and working relationships as appropriate with supervisor/peers/colleagues within the institution and the wider research community

7. Other activities (community, etc) with professional relevance.

Issues related with career management, including transferable skills, management of own career progression, ways to develop employability, awareness of what potential employers are looking for when considering CV applications etc.

Personal Career Development Plan

Personal Career Development Plan-Year 1

Name of ESR: Jeany Rose P. Teguihanon

Department: Universität Bielefeld- Fakultät für Erziehungswissenschaft

Name of Supervisor: Prof. Dr. Holger Ziegler

Date: 1 October 2021

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED

The research project focuses on strengthening the social work method of interventions for social inclusion of refugee youth-particularly females age 15-24. It aims to provide recommendations for research and practice that will reduce challenges and vulnerabilities of female refugee youth by engaging in culture-sensitive, gender-responsive, participatory research. The research will employ quantitative and qualitative methods- literature review on key concepts, key informant interviews, focus group or vignette-based discussion, and inferential statistics to determine possible social inclusion factors.

Key project objectives:

1. Map out eco-social projects that promote social inclusion of refugee youth within the area of North-Rhine Westfalia and refugee youth's awareness and perception of these services,
2. Identify factors that facilitate and hinder the participation of female refugee youth in these projects, and
3. Provide specific recommendations for social work research and practice on addressing gaps in the social inclusion of female refugee youth, improving the quality of gender-responsive services, and increasing youth-led programming.

LONG-TERM CAREER OBJECTIVES (over five years):

1. Goals

The ASTRA Project and the ESR 5 research project will allow me to complement and further develop my career within the field of social work, gender and development. In addition to a career in academia, I intend to use the various opportunities to gain significant learnings in gender-responsive and culture-sensitive research and programming. This will allow me to pursue opportunities in gender and development,



whether in the academe, international humanitarian or development organizations. I anticipate that this project will further establish my identity as an advocate for gender equality and women's empowerment and mainstreaming gender as part of future research and program development targeting marginalised communities' economic, ecological, and social sustainability.

In addition, the knowledge and transferable skills I will acquire will equip me with the necessary tools to be more confident in taking on significant roles as an advanced researcher, educator, facilitator, organizer and policy advocate. This includes networking and partnership building opportunities, resource mobilization, and providing technical and program expertise to organizations that protect and promote human rights, gender rights, and children's rights. My goal is to work with professors, lecturers, grassroots and civil society organizations, and international government and non-government organizations that facilitate knowledge creation and delivery of relevant and appropriate interventions for women, girls, men, and boys within the sustainable development agenda.

2. What further research activity or other training is needed to attain these goals?

In order to be equipped in handling tasks and responsibilities required for a career in the academe, research, programming that are focused on migration, children and youth, and gender studies, several courses or training are requested. This includes courses, seminars and training on the following:

- a. Participatory research,
- b. Feminist research,
- c. Sustainability Transition Research
- d. Qualitative and quantitative research methods,
- e. Statistical and qualitative data analysis tools (NVivo, SPSS, etc.),
- f. Evidence-informed policymaking and legislative drafting
- g. Gender equality, women's empowerment and gender mainstreaming,
- h. Gender and Migration,
- i. Human rights, SDGs and EU migration laws,
- j. German Language Courses

SHORT-TERM OBJECTIVES (1-2 years):

1. Research results
 - o Anticipated publications:

As part of the doctoral thesis, the ESR will conduct a literature review on refugee youth participation which may be submitted for publication. In addition, a preliminary consultation with stakeholders will be conducted for the development of research tools. The result of the consultation may be translated into an article for publication in journals or conference presentations.

o Anticipated conference, workshop attendance, courses, and /or seminar presentations:

- a. EXALT Initiative 2021 Conference "Concurrent Crises and Sustainable Futures: Global Extractivisms and Alternatives," will be held in October 25-27, 2021
- b. Webinar: Methods for public participation in sustainability transitions, Sept 30, 2021
- c. ASTRA Summer School 2022
- d. ASTRA Work Package Workshops
- e. International Migration Research Network (IMISCOE) Conference 2023

2. Research skills and techniques:

o Training in specific new areas, or technical expertise etc.:

- a. Participatory Research
- b. Feminist Research Methodologies
- c. Qualitative and Quantitative Research Designs
- d. Data Analysis
- e. Gender and Migration
- f. Social Integration of Refugee Youth

3. Research management:

o Fellowship or other funding applications planned (indicate the name of the award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)

The three-year project is funded under MSCA-ITN-ASTRA Grant No 955518.

4. Communication skills:

The ASTRA project constitutes an invaluable opportunity to work on presentation, research, and communication skills. The workshops, summer school, seminars and conferences will be crucial in further developing research activities and communication skills. The research progress and outcomes will be communicated through various dissemination initiatives directed at the academic community and general audiences. With this in mind, training and supervision on the following are highly desired:

- a. Professional Communication Skills Development
 - i. Public Speaking and Presentation
 - ii. Networking and Social Skills
- b. Research Methodologies
 - i. Qualitative Research Interviews- Conversational Interviewing
 - ii. Questionnaire Design for Social Surveys

5. Other professional training (course work, teaching activity):

At the moment, no other professional training activities or practices are defined.

6. Anticipated networking opportunities

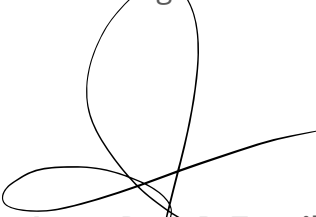
At the moment, no other networking opportunities are defined.

7. Other activities (community, etc.) with professional relevance:

a. Secondments


- i. JYU, Finland (Jan-March 2022)
- ii. TRS or University of Ljubljana (Nov 2022)
- iii. LUKE, Finland (Aug-Sept 2023)

Date & Signature of fellow:



Jeany Rose P. Teguihanon
27 September 2021

Date & Signature of supervisor:



Prof. Dr. Holger Ziegler
28 September 2021

Personal Career Development Plan-Final year

(Draft)

BRIEF OVERVIEW OF PROGRESS, ACHIEVEMENT AND PERFORMANCE (half page should be sufficient):

LONG-TERM CAREER OBJECTIVES (over five years):

If relevant, mention any adjustments to your long-term career objectives as a result of the training received.

SHORT-TERM OBJECTIVES ACHIEVED DURING THE TRAINING PERIOD:

1. Research results
 - o Publications (incl. in press):

 - o Conference, workshop attendance, courses, and /or seminar presentations:

2. Research Skills and techniques acquired:
 - o Training in specific new areas, or technical expertise etc.:

3. Research management:



o Fellowship or other funding applications achieved (indicate name of the award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)

4. Communication skills:

5. Other professional training (course work, teaching activity):

6. Anticipated networking opportunities:

7. Other activities (community, etc.) with professional relevance:

Date & Signature of fellow:

Date & Signature of supervisor:

Personal Career Development Plan

Guidance on some of the competencies expected

The following points are a non-exhaustive series of aspects that could be covered by the Personal Career Development Plan, and it is relevant to the short-term objectives that will be set by the ESR and the reviewer at the beginning of the fellowship period. These



objectives should be revised at the end of the fellowship and should be used as a pro-active monitoring of progress in the ESR's career.

1. Research results.

These should give an overview of the main direct results obtained as a consequence of the research carried out during the training period. It may include publications, conference, workshop attendance, courses, and /or seminar presentations, patents etc. This will vary according to the area of research and the type of results most common to each field. The information at this level should be relatively general since the Personal Career Development Plan does not strictly constitute a report on the scientific results achieved.

2. Research Skills and techniques acquired.

Competence in experimental design, quantitative and qualitative methods, relevant research methodologies, data capture, statistics, analytical skills.

Original, independent and critical thinking.

Critical analysis and evaluation of one's findings and those of others

Acquisition of new expertise in areas and techniques related to the ESR's field and adequate understanding their appropriate application

Foresight and technology transfer, grasp of ethics and appreciation of Intellectual Property Rights.

3. Research management.

Ability to successfully identify and secure possible sources of funding for personal and team research as appropriate.

Project management skills relating to proposals and tenders work programming, supervision, deadlines and delivery, negotiation with funders, financial planning, and resource management.

Skills appropriate to working with others and in teams and in teambuilding.

4. Communication skills.

Personal presentation skills, poster presentations, skills in report writing and preparing academic papers and books.

To be able to defend research outcomes at seminars, conferences, etc.

Contribute to promote public understanding of one's own field

5. Other professional training (course work, teaching activity):

Involvement in teaching, supervision or mentoring

6. Anticipated networking opportunities.

Develop/maintain co-operative networks and working relationships as appropriate with supervisor/peers/colleagues within the institution and the wider research community

7. Other activities (community, etc.) with professional relevance.

Issues related with career management, including transferable skills, management of own career progression, ways to develop employability, awareness of what potential employers are looking for when considering CV applications etc.

Personal Career Development Plan

Personal Career Development Plan-Year 1
(Draft)

Name of ESR: Michael Emru Tadesse

Department: ESR 6, Faculty of Education, Free University of Bozen-Bolzano

Name of Supervisor: Prof. Dr. Susanne Elsen, Prof. Dr. Urban Nothdurfter

Date: 19.06.2021

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED
(half page should be sufficient):

My research project is tentatively titled "Ecosocial Innovations & Social Solidarity Economy in Vulnerable Local Communities: Exploring the Black Social Solidarity Economy in Europe." The purpose of this research project is to identify and examine institutions and organizations of the Black Social Solidarity Economy (BSSE) in Europe in relation to the ideas of ecosocial innovation, social inclusion, & sustainability transition.

To achieve this purpose, the research will be divided into two main parts. The first part will focus on conducting a thorough literature review on theories and studies of the SSE with a particular emphasis on the BSSE in Europe. This work will produce the first chapter/article of the project. The second part will focus on conducting empirical case studies (a maximum of 10 cases) on the BSSE in Europe, especially in Italy, Austria, and Germany. Two research questions will be emphasized in this case. The first is: What are the characteristics of institutions & organizations of the BSSE in the study areas vis-à-vis ecosocial innovation? The second is: How do institutions and organizations of the BSSE in the study areas contribute to the social inclusion and wellbeing of People of African Descent? This part will produce the second and third chapters/articles of the research. While the second chapter/article gives an overview of all cases, the third one provides an in-depth look into one of the studied cases.

Finally, the research will be concluded with a discussion of the social work application of the knowledge gained from the previous chapters/articles.



LONG-TERM CAREER OBJECTIVES (over 5 years):

1. Goals:

To become a professor and researcher in higher education or research institutions in social work and related fields.

2. What further research activity or other training is needed to attain these goals?

Postdoctoral research is essential to attain this goal.

SHORT-TERM OBJECTIVES (1-2 years):

1. Research results

o Anticipated publications:

There will be at least three published articles in peer-reviewed scientific journals. The first one will be based on the literature review on theories and studies of the SSE (including social economy, community economies, the BSSE). The second and third articles will be based on the empirical case studies on the BSSE in Italy, Austria, and Germany.

o Anticipated conference, workshop attendance, courses, and /or seminar presentations:

For the time being, the confirmed workshops and seminars are within the framework of the ASTRA project, i.e., a summer school, webinar courses on Sustainability Transition in social work, workshops for WP3, and webinars on individual research methods. I also plan to participate in other conferences and workshops that have to do with research methods and academic writing, social work, SSE, people of African Descent, and sustainable development.

2. Research skills and techniques:

o Training in specific new areas, or technical expertise etc:

I plan to get training in participatory action research methods and qualitative data analysis software like MAXQDA.

3. Research management:

o Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)



I plan to apply for the Civil Society Scholar Awards which is provided by the Open Society Scholarship Programs.

4. Communication skills:

I intend to participate in academic writing training that is prepared by UNIBZ and other beneficiary universities.

5. Other professional training (course work, teaching activity):

I plan to use available opportunities for teaching, mentoring, and supervision at UNIBZ and other beneficiary universities.


6. Anticipated networking opportunities

I intend to use the various conferences, workshops, and secondment opportunities at beneficiary universities, partner organizations, and other places for networking. Some of these include CIRIEC, LUKE, ODL, and ISCTE.

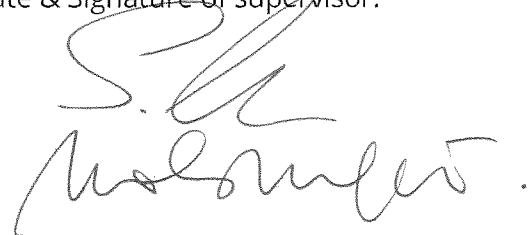
7. Other activities (community, etc) with professional relevance:

I also plan to do the following: participating in organizations and associations within the SSE, publishing articles using different outlets, and providing training or presentations for students, researchers or members of organizations of the SSE.

Date & Signature of fellow:

19.06.2021 

Date & Signature of supervisor:





Personal Career Development Plan

Personal Career Development Plan-Year 1

(Draft)

Name of ESR: Eileen Lauster

Department: Durham University

Name of Supervisor: Roger Smith and Sui Ting Kong

Date: 21 September 2021

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED (half page should be sufficient): the Research Project will focus on Participatory Research and Community Sustainability. Research will take place in Belgium and England. The research question will look at participatory research methods and community development theories. The major accomplishment that is hoped is with others on the project create a new way of looking at social, environmental and economic sustainability.

LONG-TERM CAREER OBJECTIVES (over 5 years):

1. Goals: To secure a research and policy making position within Europe.
2. What further research activity or other training is needed to attain these goals? Research activity and training should have a European focus. Training on effective communication within the EU would be helpful. All the research activity connected with the PhD studies should be sufficient for those learning needs.

SHORT-TERM OBJECTIVES (1-2 years):

1. Research results: complete literature review, ethic committee requirements and start data collection.



o Anticipated publications: Plans are in place to publish a blog as well as an article for peer review journal. If peer review isn't possible then other journals will be considered.

.....

.....

o Anticipated conference, workshop attendance, courses, and /or seminar presentations: Presentation for the Department of Sociology at Durham University and the Social Work Programme at KUL are being planned. At this early stage an abstract probably won't be accepted for a conference however researcher is open to this.

.....

.....

2. Research skills and techniques:

o Training in specific new areas, or technical expertise etc: Am a member of Community Development Research theme at Durham University. Also plan to be part of a new Participatory Research Group there that is just starting.

.....

.....

3. Research management:

o Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)

There are no plans to apply for additional funding at this time.

4. Communication skills:

Communication skills are well developed both written and verbal. Plans are in place to learn Dutch for placement in Belgium.

5. Other professional training (course work, teaching activity): Presently supervise MA in Social Work Student Placements in Ireland. Will also mark other student portfolios for their placements.



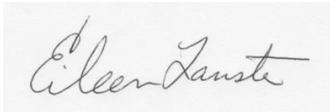
6. Anticipated networking opportunities

Joined the four country PhD group through Social Work Education organisation.

7. Other activities (community, etc) with professional relevance:

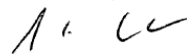
Board Member of Co-operative Housing Organisation.

Date & Signature of fellow:



21 September 2021

Date & Signature of supervisor:



28th Sept 2021



Personal Career Development Plan

Personal Career Development Plan-Year 1

(Draft)

Name of ESR8: Mattia Mansueto

Department: KU Leuven - Faculty of Social Sciences

Name of Supervisor: Professor Doctor Koen Hermans

Date: 08/09/2021

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED:

The research project conducted by ESR 8 focuses on innovative and sustainable housing solutions that aim to combat homelessness and housing exclusion and that are supported by social workers. More specifically, this study aims to deepen the theoretical understanding of the interconnections between homelessness policies to combat housing exclusion and TSTR and to analyse sustainable housing solutions in Europe from the perspective of social services, social workers and homeless young people. Particular attention will be paid to housing first projects, single-family homes, cohousing and other innovative and sustainable housing solutions. This study contributes to the growing evidence base on housing-led approaches to combat homelessness, on the role of social work methods in these approaches and on the integration of ecosocial approaches in strategies to combat homelessness.

LONG-TERM CAREER OBJECTIVES (over 5 years):

1. Goals:

By working on this project I believe I will strengthen the awareness about youth homelessness, and I can contribute to the development of tools, policies and strategies to address the challenges faced by young homeless people. Furthermore, the efficiency of the identified solutions is interconnected to the role of the social worker and new housing models by enhancing ecological and sustainability ideals. My aim is to design and test a project/model according to the three principles of sustainability (environmental, social and economic) by proposing tools that support social workers and policy makers to meet the need of young homeless persons. Based on my research.

2. What further research activity or other training is needed to attain these goals?

In order to achieve these objectives, it is necessary to develop a methodology, tools and indicators based on existing projects and scientific research, and to propose an external point of view. This means a better understanding of local economies and large-scale active policies. It is important to analyse the social context in its structure and entirety in order to apply evaluation tools in the best

possible way. It is also important to be fully trained in quantitative and qualitative methodologies for a better interpretation of data.

SHORT-TERM OBJECTIVES (1-2 years):

1. Research results

- Anticipated publications:

During the ASTRA project one article pro year will be completed. These articles will be published in the following journals : European Journal of Social Work, British Journal of Social Work, Social Policy & Administration, European Journal of Homelessness.

- Anticipated conference, workshop attendance, courses, and /or seminar presentations:

The research work and results will be presented in various local and international conferences and seminars. A list of potential presentations includes:

- ASTRA programme workshops in Belgium, Finland, Germany, UK, Portugal, Italy, and Slovenia.
- Participation in courses, seminars, and workshops at KU Leuven.
- European Research Conference on Homelessness
- European Social Work Research Conference

2. Research skills and techniques (training in specific new areas, or technical expertise etc):

The areas of training I intend to follow for the benefit of the research project include:

- Social work and social policy, by attending courses in the Faculty of Social Sciences, KU Leuven
- French and Dutch language courses, to achieve effective communication in the field research with the participants
- Research analysis tools for both quantitative (SPSS, Stata) and qualitative (NVivo, Le Sphynx) approaches, through courses from KU Leuven
- Social, solidarity, and circular economy projects from the CIRIEC International network
- Impact assessment and evaluation methodologies and tools that have been previously used in social sciences for relevant projects (ENSIE-UISES)

3. Research management:

The funding of the first three years is already covered by the MSCA-ITN programme n° 955518. Potential funding opportunities will probably be assessed to cover the 4th year expenses, but this will not affect the completion of the project.

4. Communication skills:

For needs of the research project, communication skills are needed to be developed for:

- Achieving effective networking with organisations and individuals in various events for the benefit of the project.
- Apart from English, effective communication in French and Dutch will be developed.

5. Other professional training (course work, teaching activity):

Other training areas to support the research project could include activities specific for Belgium, such as:

- NGO Leuven 2030 engagement in social innovation and sustainability initiatives.

6. Anticipated networking opportunities

Following the development of the research project and the dissemination of results, interesting networking opportunities will arise, such as:

- ASTRA programme network in Europe: TERRA, FEANTSA, ODL, Leuven 2030, etc.
- KU Leuven (<https://www.kuleuven.be/>) network events.
- Sustainability Transitions Research Network (STRN), international network of scholars interested in the sustainable transformation of socio-technical systems.
- European Social Work Research Association

7. Other activities (community, etc) with professional relevance:

- Three secondments during the first three years of the programme:
 - in University of Ljubljana (January - March 2022)
 - FEANSTA European Federation of National Organisations Working with the Homeless (September - October 2022)
 - University of jyvaskyla (September 2023)
- Collaboration with the other ESRs of the programme in relevant research projects.



Date & Signature of fellow: 08/09/2021
of supervisor:

Date & Signature



Author: Mattia Mansueto Contact: mattia.mansueto@student.kuleuven.be

Date: 08/09/2021

ASTRA - Applying Sustainability Transition Research in Social Work tackling Major Societal Challenge of Social Inclusion © European Union, 2020. The project leading to this application has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 955518.

Personal Career Development Plan

Personal Personal Career Development Plan-Year 1

(Draft)

Name of ESR: Amy Shackelford

Department:

Name of Supervisor: Jorge Manuel Ferreira

Date: 14 September 2021

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED (half page should be sufficient):

Utilizing grounded theory approach in social research methods, the research project aims to identify models of eco-social approaches of social work within specific vulnerable communities in the European Union that highlight programs that incorporate environmental sustainability, local neighbourhood networking, and power building towards systemic change. The purpose of the research project is to examine current eco-social approaches and contribute to the expansion/addition of innovative practices in social work being administered towards local development in three communities across Europe that incorporate environmental sustainability. Social workers in Portugal, Finland, and Slovenia will be interviewed through surveys and in-depth interviews for triangulation analysis to inform to develop a comparative study of the three communities.

This method includes applying an inquiry-based method of exploring the research question(s) at hand. Social workers representing a wide range of demographics and service users will be included in the study, including those who work with young beneficiaries (21-29 years old) and adults (45 years of age and older). At least ten social workers will be selected for in-depth interviews.

Specific emphasis will be placed on social workers who work with historically oppressed communities (people of color, those living in poverty, and migrants for example) in order to conduct a comparative study of social work practices in Portugal, Finland, and Slovenia. The overall aim of the research project is to expand upon the



current knowledge base of micro and macro eco-social practices that dismantle harmful systems while offering models that address environmental, economic, social/cultural, and political justice. Practices that demonstrate outcomes that involve innovative environmental sustainability concepts into social work program delivery with measurable results in improved quality of life, local development, and political power for communities will be highlighted. Methodologies will focus on personal interviews, observations, and surveys conducted with social workers and other community workers and stakeholders that represent transdisciplinary program delivery will be used to inform the expansion and/or contribution of eco-social approaches in social work.

Major accomplishments expected:

- To publish two articles highlighting eco-social approaches to social work that prioritize long-term environmental sustainability
- To develop a comparative study of social work interventions in Portugal, Finland and Slovenia
- To discover social work interventions implementing eco-social approaches
- To contribute to the knowledge base of eco-social approaches to social work with practices that can be replicated in various communities globally

LONG-TERM CAREER OBJECTIVES (over 5 years):

1. Goals:

- a. To successfully receive a PhD in Social Work by the ISCTE with mention of the ASTRA project;
- b. To be fluent in Portuguese;
- c. To receive a post-doc opportunity at ISCTE or another European university;
- d. To be a lead voice in the shaping of social work curriculum and instruction for future generations of social workers;
- e. To conduct comparative studies of eco-social approaches to social work education and practice across Europe, USA, and South Africa;
- f. To develop an international consortium of social work students driving radical social work idea sharing and broad power building across the globe through an eco-social lens;
- g. To speak and present at workshops and conferences across the globe;
- h. To work as an instructor or faculty member, particularly to engage in teaching social work students;
- i. To produce knowledge in social work in the field of social sustainability that paves the way for a new generation of public policies informed by eco-social approaches and articulated with social and human behavioural life in society.

2. What further research activity or other training is needed to attain these goals?



- a. To engage in training on developing and writing my PhD dissertation (Advanced Data Analysis Methods (Dss), Applied Research in Social Work, etc.);
- b. To participate in intensive Portuguese lessons throughout the year;
- c. To deepen theoretical and scientific knowledge in the field of social work and gain skills in the application of mixed methods in social work research.

SHORT-TERM OBJECTIVES (1-2 years):

1. Research results

O Anticipated publications:

1. Literature Review: reviewing current literature highlighting eco-social approaches to social work and grassroots power building;
2. 2 articles: comparative study of eco-social approaches to social work being practiced in Portugal, Finland and Slovenia to highlight innovative interventions.

O Anticipated conference, workshop attendance, courses, and /or seminar presentations:

Conference Attendance:

- i. International Federation of Social Workers (11-13 October 2021)
- ii. EXALT Initiative Conference: October 2021 – Concurrent Crises and Sustainable Futures: Global Extractivisms and Alternatives
- iii. 2022 Environmental Justice in Social Work Conference (Institute for Social Work & Environmental Justice)
- iv. 11th European Conference for Social Work Research – 6-8 April 2022
- v. Present at 12th European Conference for Social Work Research

2. Research skills and techniques:

O Training in specific new areas, or technical expertise etc:

- Training in coding and analysing quantitative and qualitative data using grounded theory methods;
- Training in conducting impactful surveys and interviews in a variety of cultural contexts;
- Execution of the doctoral course in social work taught by ISCTE in the academic year 2021-2022;
- Deepen theoretical knowledge in the field of social work.

3. Research management:

O Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)



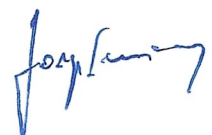
- American Association of University Women: Dissertation Fellowship during final year of dissertation for potential monetary support to offset living expenses.
- 4. Communication skills:**
- To merge facilitation skills with academic presentation strategies to give impactful presentations;
 - Learn Portuguese!
- 5. Other professional training (course work, teaching activity):**
- Opportunities to guest lecture to classes in Europe and the U.S. about eco-social approaches to social work as found through my network;
 - Possibility to participate in scientific events promoted by the ASTRA Institute's partner universities.
- 6. Anticipated networking opportunities**
- Social Work programs in Croatia through Dr. Carmen Luca-Sugawara;
 - Connecting mentors from IUPUI (USA) with ASTRA programme;
 - Leaders at the International Federation of Social Workers;
 - Local environmental and feminist leaders;
 - ASTRA Institute faculty;
 - Local organizational and community leaders in Lisbon;
 - Join work with ZERO Portugal in Lisbon.
- 7. Other activities (community, etc) with professional relevance:**
- Participate in partner organizations programming - specifically ZERO Portugal activities or other community activities based on sustainability and environmental justice;
 - Attend grassroots community events/meetings where possible to gain deeper understanding of community building locally;
 - Promotion of dissemination activities of the research results among the study cycle in social work and in seminars promoted by civil society organizations;
 - Participate in local press/media.

Date & Signature of fellow:



23/09/21

Date & Signature of supervisor:



Personal Career Development Plan

Personal Personal Career Development Plan-Year 1

(Draft)

Name of ESR: Miroslav Budimir

Department: University of Ljubljana Faculty of Social Work

Name of Supervisor: Prof. dr. Vesna Leskošek

Date: 23.06.2021.

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED:

Comparative research on the interconnection between food waste and food poverty reduction policies in three European countries with different welfare regimes: Slovenia, Serbia (or Belgium) and Finland.

Analysis of EU policies on food distribution programmes. CAP's Intervention stocks of EU's Food Distribution Programme for the Most Deprived Persons of the Community (MDP, 1987–2013) → Fund for European Aid to the Most Deprived (FEAD, 2014–2020) → European Social Fund Plus (ESF+) 2021–2027. Circular economy action plan (2020) as part of the The European Green Deal (2019).

Assessment of alternative ways of ensuring food security, such as Social and Solidarity Economy projects, sustainable/affordable housing policies, universal social transfers, UBI, Social Protection Floors initiatives by the ILO and the UN Special Rapporteur on the Right to Food.

The main objectives of the research are: to examine the interconnection between food waste policies and food poverty reduction; to research the issue of the right to healthy and culturally acceptable food, which may contradict with the idea of food donation; and to examine the role of food donation programmes (including food banks) in addressing the problem of food poverty.



LONG-TERM CAREER OBJECTIVES (over 5 years):

1. Goals:

Completing the ASTRA doctoral research program within four years. Continuing to work within the field of transdisciplinary social work and social policy research and practice that is necessary for dealing with major social problems and societal challenges of the 21st century.

2. What further research activity or other training is needed to attain these goals?

Access to and the inquiry into scientifically reliable and valid data on domestic hunger, food poverty, food insecurity, food waste and poverty reduction policies and programs in the respective European countries where the research is going to be conducted.

SHORT-TERM OBJECTIVES (1-2 years):

1. Research results

Anticipated publications:

- Literary review of the major academic works on the issue of the domestic hunger, food poverty, food insecurity, food waste and redistribution programmes in Europe and globally.
- Research on the interconnection between food waste and food poverty reduction policies in Slovenia or Finland.

Anticipated conference, workshop attendance, courses, and /or seminar presentations:

Three 10-day Summer Schools in Ljubljana, Lisbon and Bolzano respectively. Three or more Research Thematic 3-day Workshops. 10 half-day webinars on individual research methods. Final Conference with the presentation of the research results.

2. Research skills and techniques:

Training in specific new areas, or technical expertise etc:

Training and transdisciplinary research on new sustainability-oriented methods of social work focusing on the social inclusion of young people facing precariousness, people with a migration background and vulnerable local communities in Europe.



3. Research management:

Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.):

Research project proposal: Universal Basic Income Experiments Research Network (UBIERN) from September 2020 up until now. I am a Secondary proposer from Serbia in the UBIERN project proposal that includes 64 proposers from 16 European (COST) countries and the United States. The project is submitted to The European Cooperation in Science and Technology (COST) on 12 November 2020. I was invited to join in the UBIERN project as a Secondary Proposer and a Researcher from Serbia, by Roberto Merrill, professor of moral and political philosophy and researcher at the Centre for Ethics, Politics and Society at the University of Minho, Portugal, who got in contact with me through Philippe Van Parijs, professor of political philosophy at the Catholic University of Louvain (UCL) and co-author of a book *Basic Income, A Radical Proposal for a Free Society and a Sane Economy* (2017 Cambridge, Massachusetts and London, England: Harvard University Press) which I have translated into Serbian and am planning to publish in Serbia as part of the project activities.

4. Communication skills:

Serbain – mother tongue. English, CEFR Level: C1; Overall Band Score 7.5.

With my published research papers and thesis, I am present at the relevant academic social networks like Researchgate, Google Scholar and Academia, where I connect with the academic researchers with similar interests and concerns. I am planning to broaden my networking with the other research and activist groups and platforms that could be conducive to my research and knowledge translation activities.

5. Other professional training (course work, teaching activity):

Possible engaging in the additional Research Workshops within the ASTRA project.
Possible participation in the international conferences on the domestic hunger, food poverty, and food insecurity, and the interconnection between food waste and food poverty reduction policies.



6. Anticipated networking opportunities

Networking within ASTRA project with fellow ESRs, supervisors, teachers, lecturers, academic institutions, research and activist civil society organizations, and the national and international institutions that are relevant for the research project.

7. Other activities (community, etc) with professional relevance:

Connecting and working with local communities that are struggling with the problems of food poverty, food waste, and redistribution of income and assets that would put the social floors below which any single person could not fall, and which we don't have now.

Date & Signature of fellow:

Miroslav Budimir

Date & Signature of supervisor:

23.6.2021 *[Signature]*



Personal Career Development Plan

Personal Personal Career Development Plan-Year 1 (Draft)

Name of ESR: Svenja Fischbach (ESR 11)

Department: University of Ljubljana (UL), Faculty of social work

Name of Supervisor: Darja Zaviršek

Date: 25th June 2021

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED
(half page should be sufficient):

This dissertation project is a research on the migrant care chain from Central and Eastern Europe (CEE) to Western Europe (WE). The main objective is to research the impact of female labour migration from CEE into the care sector abroad for CEE local communities. The female migration from CEE to WE countries is formed by certain migration and care regimes. The aim is to generate findings regarding the impact of the relevant policies influencing the life of the people in the communities, such as social policies, migration policies, care sector policies, etc. As a first step I will conduct a comparative literature review in different CEE to find the research gaps. Based on this I will select two different local communities in CEE, in which I will undertake fieldwork. I will also gain complementary insights in a WE local community during my first secondment in Bolzano, Italy in Oct./Nov/Dec 2021.

Key research questions are:

What are the reasons the care workers left the community? What are the consequences for the care sector and community living in the 'left behind' communities in the home countries? How is the care work organised and provided in the 'left behind' communities? Which measures exist to address the care drain in the home countries? What is the system of providing care workers to Western European countries?

Major Accomplishments are:

- a) new understanding about the complexity of the gendered dimensions of local economic sustainability regarding care work;
- b) provision of new research-based evidence about the impact of female care work migration in the 'left behind' local communities in CEE
- c) provision of models for sustainable, gender equal economic solutions of care work and needs for CEE local communities.



LONG-TERM CAREER OBJECTIVES (over 5 years):**1. Goals:**

- to become a part of the international scientific community in the field of care work and care economy
- to disseminate my research findings (articles, seminars, conferences, etc.)
- to try to influence policy making at a local, regional, national or European level
- to undertake teaching activities
- to continue with the research activities e.g. in the framework of post-doctoral studies

2. What further research activity or other training is needed to attain these goals?

- a collaborative international research training within a interdisciplinary setting combining social, environmental and economical aspects of sustainable social work like the ASTRA training provides. For more concrete ideas please look further below.

SHORT-TERM OBJECTIVES (1-2 years):**1. Research results**

- I will undertake a comparative literature review to find out where the research gaps in the existing literature are
- I will gain first insights in a WE local community applying comparative qualitative research methods in order to prepare for the fieldwork in CEE
- I will generate findings through my fieldwork in two 'left-behind communities in CEEC and find answer to the abovementioned research questions

O Anticipated publications:

- one article in the Slovenian journal of social work "Socialno delo" (published by the University of Ljubljana)
- one article in an international journal in the field of social work or a field related to my research topic
- one article in a German-speaking journal



O Anticipated conference, workshop attendance, courses, and /or seminar presentations:

- I will hold a public lecture in a left-behind CEE community where I undertake my fieldwork in and/or at the regional university in this country
- I will hold a public lecture at the faculty of social work at the UL or another appropriate location here in Ljubljana
- I will hold a workshop for/with MA or doctoral students at the faculty of social work at the UL
- Surely there are possibilities to hold a workshop or contribute to german-speaking conference, e.g. at the DGSA (Deutsche Gesellschaft fuer Soziale Arbeit) conference (as I am a member of a DGSA-specialist group)

2. Research skills and techniques:

- to gain competence in qualitative methods like ethnographic research, interviewing and participatory research approaches
- to gain competence in conducting a comparative literature review
- to gain competence in Policy Impact Evaluation
- to learn about new approaches and interconnections between environmental, social and economical aspect in order to develop a new path of "Sustainable Social Work"

O Training in specific new areas, or technical expertise etc:

3. Research management:

- I want to identify sources for an interpreter who supports the communication with the people during my fieldwork
- I could use someone who reviews my English scientific writing. I have no funding for that.

O Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)

- I think our ESR projects are quite good funded, but I could explore additional DAAD funds.

4. Communication skills:

- I want to learn at least basic Slovenian



- I want to improve my English scientific writing

5. Other professional training (course work, teaching activity):

In order to make sure that your research findings are being heard and have an influence on the civil society, politicians, etc. (more abstract you could say: discourses) you need to have the ability to persuade people. A workshop with the topic e.g. "framing stories for a change" in which we learn how to set up the right narratives and wordings would be very useful for us as ESRs.

6. Anticipated networking opportunities

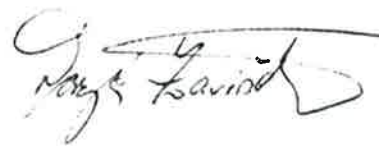
- The ESR colleagues in the ASTRA network
- The NGO involved in the ASTRA programme
- NGOs in CEE and WE local communities supporting care workers
- Trade unions
- Colleagues at the faculty of social work at the UL
- NGOs located in Ljubljana
- Scientific communities in the CEEC where I will undertake fieldwork in

7. Other activities (community, etc) with professional relevance:

- using social media to disseminate findings, perspectives, opinions, and projects e.g. *twitter*
- becoming a part of the virtual world of academia, e.g. using *researchgate* or *academia*

30.6.21 

Date & Signature of fellow:



Date & Signature of supervisor:



Personal Career Development Plan

Personal Career Development Plan-Year 1

Name of ESR: Ioannis Perifanos

Department: KU Leuven – Faculty of Social Sciences

Name of Supervisor: Professor Doctor Koen Hermans

Date: 23/08/2021

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED:

The research project of ESR12 focuses on developing assessment tools to measure the sustainable impact of social inclusion programmes on young people facing precarious situations and people with migration background. The project aims to co-construct impact assessment methodologies in real-life settings of social inclusion programmes, to develop tools and synthetic indicators to ease the interpretation of results comparatively, and to contribute to valuing the Social Work impacts on local and regional economies, including in particular various types of social economy local partnerships. Elaborating on the currently used evaluation tools and methodologies, the project tries to assist the demonstration of the impact of Social Work in local development and providing valuable tools for policy-makers and public funding authorities regarding socio-economic impact assessment, through reproducible digital solutions. Top-down and bottom-up approaches will be used to ensure the feasibility and applicability of these solutions in a long-term horizon, in order to support and enhance the role of social work towards sustainability of economy, society, and environment.

LONG-TERM CAREER OBJECTIVES (over 5 years):

1. Goals:

By working on this project, I can contribute to the development of tools, solutions, and policies that can actually respond to challenges that vulnerable communities face, making the most of the money spent for that reason. The more effective and efficient these solutions will be, the more the money will be provided for these causes and/or the more the money will be saved to cover other equally important needs of the public. My goal is to successfully design and develop a reproducible digital tool of socio-economic and environmental impact assessment to provide an accurate picture of the impact of the decisions of policy-makers and to support the role of social workers, for the benefit of vulnerable populations, on the road to achieving sustainability.

2. What further research activity or other training is needed to attain these goals?



Author: Ioannis Perifanos

Contact: yannis.perifanos@uliege.be

Date: 23/08/2021

ASTRA - Applying Sustainability Transition Research in Social Work tackling Major Societal Challenge of Social Inclusion © European Union, 2021. The project leading to this application has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 955518.

Attaining the aforementioned goals indicates the development of methodologies, indicators, and tools, based on previous scientific or practical approaches, closely observing vulnerable populations with a fresh eye for deeper and unbiased results. It involves the study of local and regional economies, getting the opportunity to observe the challenges at their bases. It is important to have extensive training on both qualitative and quantitative methodologies, and the efficient combination of them for a mixed-methods, holistic interpretation of the data, as well as deep knowledge of network theory and social economy approaches. For the testing of the evaluation tools, field research is needed in the context of social inclusion and formation programmes, social economy projects, and cooperatives. These activities will support the development of Community Defined Indicators (CDI), which will be included in our impact measurement solutions.

SHORT-TERM OBJECTIVES (1-2 years):

1. Research results

- Anticipated publications:

Two articles will be completed during the two first years of the ASTRA project. In November 2021 a literature review of previous impact measurement and evaluation approaches in social work regarding sustainability. In October 2022 an exploratory article based on the impact assessment of social inclusion and formation programmes that have been performed by NGOs in the region of Wallonia in Belgium, addressing both local population and migrants.

- Anticipated conference, workshop attendance, courses, and /or seminar presentations:

The research work and results will be presented in various local and international conferences and seminars. A list of potential presentations includes:

- Poster session at the 33rd International CIRIEC congress (13-15 June 2022, Valencia (Spain) – General theme: New global dynamics in the post-Covid era: challenges for the public, social and cooperative economy.
- 2nd UNTFSSSE (United Nations Inter-Agency Task Force on Social and Solidarity Economy) Global Research Conference (summer or autumn 2022, Geneva (tbc) on the theme: Social and Solidarity Economy (SSE) for the Present and Future Generations: Responses to Pandemics, Precarity and Polarization.
- 9th CIRIEC International Research Conference on Social Economy, July 2023 (Seoul, South Korea).
- ASTRA programme workshops in Finland, Germany, UK, Portugal, Italy, and Slovenia.
- Participation in courses, seminars, and workshops at KU Leuven.
- Participation in seminars and workshops at the University of Liege.
- Participation in seminars and workshops at the University of Bielefeld.

2. Research skills and techniques (training in specific new areas, or technical expertise etc):

The areas of training I intend to follow for the benefit of the research project include:



- Social work, by attending courses in the Faculty of Social Sciences, KU Leuven
- Social, solidarity, and circular economy projects from the CIRIEC International network
- Impact assessment and evaluation methodologies and tools that have been previously used in social sciences for relevant projects (ENSIE-VICES)
- Research analysis tools for both quantitative (SPSS, Stata) and qualitative (NVivo, Le Sphynx) approaches, through courses from KU Leuven and University of Liege
- French and Dutch language courses, to achieve effective communication in the field research with the participants.

3. Research management:

The funding of the first three years is already covered by the MSCA-ITN programme n° 955518. Potential funding opportunities will probably be assessed to cover the 4th year expenses, but this will not affect the completion of the project.

4. Communication skills:

For needs of the research project, communication skills are needed to be developed for:

- Presentation of the project to organisations to recruit them in the research.
- Recruitment of participants for the interviews, focus groups, and questionnaire completion.
- Performing interviews and focus groups.
- Presentation of the research results to stakeholders and academia.
- Achieving effective networking with organisations and individuals in various events for the benefit of the project.
- apart from English, effective communication in French and Dutch will be developed.

5. Other professional training (course work, teaching activity):

Other training areas to support the research project could include activities specific for Belgium, such as:

- By and at Concert'ES (Plate-forme de concertation des organisations représentatives de l'économie sociale en Belgique francophone) to learn from their own crossborder experience of measuring social impact in various settings and types of social economy enterprises.
- SAW-B (Solidarité des Alternatives Wallonnes et Bruxelloises): training modules on social impact measurement.
- ES.Cap (Wallonia) training modules bridging scientific research and fieldwork.
- CAIPS federation impact assessment tools and approaches.
- NGO Leuven 2030 engagement in social innovation and sustainability initiatives.

6. Anticipated networking opportunities

Following the development of the research project and the dissemination of results, interesting networking opportunities will arise, such as:



- ASTRA programme network in Europe: TERRA, FEANTSA, ODL, Leuven 2030, etc.
- CAIPS federation network (<https://www.caips.be/>): aiming to promote social and/or socio-professional integration activities, as well as the social economy.
- Interra network (<https://www.interra-asbl.be/>): bringing together migrants and citizens from Liège for development of potential & intercultural incubation.
- CIRIEC International (<http://www.ciriec.uliege.be/en/>) network events.
- KU Leuven (<https://www.kuleuven.be/>) network events.
- Various European meetings, public auditions and events of European institutions and umbrella organisations such as:
 - Social Economy Europe (SEE)
 - European Network for Social Integration Enterprises (ENSIE-UISES)
 - Social Economy category of the European Economic and Social Committee
- Sustainability Transitions Research Network (STRN), international network of scholars interested in the sustainable transformation of socio-technical systems.

7. Other activities (community, etc) with professional relevance:

- Three secondments during the first three years of the programme:
 - in University of Bielefeld (October-December 2021),
 - in the organisation ODL, in Oulu, Finland (April-May 2023), collecting data applying the assessment tool and exploring the evaluation of inclusion programmes of Finnish cities,
 - in NGO Leuven 2030 (November 2023), disseminating the research results.
- Participation in research projects of the Agricultural Sociology Lab of the Agricultural University of Athens.
- Collaboration with the other ESRs of the programme in relevant research projects.

Date & Signature of fellow:

Ioannis Perifanos
03/09/2021

Liège, Belgium

Perifanos

Date & Signature of supervisor:

Koen Hermans
03/09/2021

Leuven, Belgique

[Signature]



Author: Ioannis Perifanos

Contact: yannis.perifanos@uliege.be

Date: 23/08/2021

ASTRA - Applying Sustainability Transition Research in Social Work tackling Major Societal Challenge of Social Inclusion © European Union, 2021. The project leading to this application has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 955518.

Personal Career Development Plan-Final year
(Draft)

BRIEF OVERVIEW OF PROGRESS, ACHIEVEMENT AND PERFORMANCE (half page should be sufficient):

LONG-TERM CAREER OBJECTIVES (over 5 years):

If relevant, mention any adjustments to your long-term career objectives as a result of the training received.

SHORT-TERM OBJECTIVES ACHIEVED DURING THE TRAINING PERIOD:

1. Research results
 - o Publications (incl. in press):

 - o Conference, workshop attendance, courses, and /or seminar presentations:

2. Research Skills and techniques acquired:
 - o Training in specific new areas, or technical expertise etc:

3. Research management:



o Fellowship or other funding applications achieved (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)

4. Communication skills:

5. Other professional training (course work, teaching activity):

6. Anticipated networking opportunities:

7. Other activities (community, etc) with professional relevance:

Date & Signature of fellow:

Date & Signature of supervisor:

Personal Career Development Plan



Author: Ioannis Perifanos

Contact: yannis.perifanos@uliege.be

Date: 23/08/2021

ASTRA - Applying Sustainability Transition Research in Social Work tackling Major Societal Challenge of Social Inclusion © European Union, 2021. The project leading to this application has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 955518.

• www.astra-sw-network.eu • astra-project@jyu.fi •

Guidance on some of the competencies expected

The following points are a non-exhaustive series of aspects that could be covered by the Personal Career Development Plan, and it is relevant to the short-term objectives that will be set by the ESR and the reviewer at the beginning of the fellowship period. These objectives should be revised at the end of the fellowship and should be used as a pro-active monitoring of progress in the ESR's career.

1. Research results.

These should give an overview of the main direct results obtained as a consequence of the research carried out during the training period. It may include publications, conference, workshop attendance, courses, and /or seminar presentations, patents etc. This will vary according to the area of research and the type of results most common to each field. The information at this level should be relatively general since the Personal Career Development Plan does not strictly constitute a report on the scientific results achieved.

2. Research Skills and techniques acquired.

Competence in experimental design, quantitative and qualitative methods, relevant research methodologies, data capture, statistics, analytical skills.

Original, independent and critical thinking.

Critical analysis and evaluation of one's findings and those of others

Acquisition of new expertise in areas and techniques related to the ESR's field and adequate understanding their appropriate application

Foresight and technology transfer, grasp of ethics and appreciation of Intellectual Property Rights.

3. Research management.

Ability to successfully identify and secure possible sources of funding for personal and team research as appropriate.



Project management skills relating to proposals and tenders work programming, supervision, deadlines and delivery, negotiation with funders, financial planning, and resource management.

Skills appropriate to working with others and in teams and in teambuilding.

4. Communication skills.

Personal presentation skills, poster presentations, skills in report writing and preparing academic papers and books.

To be able to defend research outcomes at seminars, conferences, etc.

Contribute to promote public understanding of one's own field

5. Other professional training (course work, teaching activity):

Involvement in teaching, supervision or mentoring

6. Anticipated networking opportunities.

Develop/maintain co-operative networks and working relationships as appropriate with supervisor/peers/colleagues within the institution and the wider research community

7. Other activities (community, etc) with professional relevance.

Issues related with career management, including transferable skills, management of own career progression, ways to develop employability, awareness of what potential employers are looking for when considering CV applications etc.



Personal Career Development Plan (ESR13)

Personal Career Development Plan-Year 1

(Draft)

Name of ESR: Athina Moroglou

Department: University of Antwerp – Faculty of Design, Faculty of Management

Name of Supervisor: Nathalie Vallet

Date: 13/08/2021

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED (half page should be sufficient):

The title of the project of ESR13 is "*Enhancing democratic economic participation in vulnerable urban transdisciplinary contexts*". The main objectives are to investigate the interlinkages between a participative process based on social economy initiatives and regional economies; to analyse the potential impact of 'inclusive economic participation' on urban development; and, to identify new Transdisciplinary Sustainability Transition Research options for Social Work in this context. The expected results are to gain new understanding of how new transdisciplinary partnerships based on inclusive economic participation can impact local territorial development; and, to acquire knowledge of Social Work re-defined in the light of the sustainable socio-economic inclusive transition.

LONG-TERM CAREER OBJECTIVES (over 5 years):

1. Goals:

After completing my research for the ASTRA project and my PhD in Social Work my professional aspirations are to keep working in the research sector exploring innovative solutions that could lead to inclusive societies. I would like to work on topics related to social and solidarity economy, bottom-up initiatives and public-civil partnerships in social organizations, as well as policy-making that promote these models and make them integrated component of public policy. I would also like to be involved in practices that contribute to the empowerment of individuals and communities through organisations and institutions that are committed to projects striving for social and environmental justice and cohesion.



2. What further research activity or other training is needed to attain these goals?

Courses on welfare state, social policies, aspects of economic integration, social innovation, human rights, inequalities and immigration will be followed. Additionally, language courses in French and possibly in Dutch if it is required by the research.

SHORT-TERM OBJECTIVES (1-2 years):

1. Research results

o Anticipated publications:

Two articles will be completed during the two first years of the ASTRA project. In November 2021 a literature review and in October 2022 an exploratory article in the frame of social economy configurations on research approaches combining social work and spatial aspects.

o Anticipated conference, workshop attendance, courses, and /or seminar presentations:

- Scientific Conference:
Participatory Design - City, Environment and Climate Change.
Experiences, Challenges and Potentials
19-21 November 2021 (Athens)
Organiser: Participatory LAB - Laboratory of Spatial, Urban and Environmental
Participatory Planning for Climate Change Adaptation
- Poster session at the 33rd International CIRIEC congress (13-15 June 2022, Valencia (Spain) – General theme: *New global dynamics in the post-Covid era: challenges for the public, social and cooperative economy*
- 2nd UNTFSSSE (United Nations Inter-Agency Task Force on Social and Solidarity Economy) Global Research Conference (summer or autumn 2022, Geneva (tbc) on the theme: *Social and Solidarity Economy (SSE) for the Present and Future Generations: Responses to Pandemics, Precarity and Polarization* (call for papers to be published in autumn 2021)
- 9th CIRIEC International Research Conference on Social Economy, July 2023 (Seoul, South Korea)
- Presentations in seminars at the University of Liege
- Participation in courses at the University of Antwerp and KU Leuven

2. Research skills and techniques:

o Training in specific new areas, or technical expertise etc:

- Social work



- Social economy
 - Qualitative research methods (e.g. Ethnographic Design: Planning and Modelling a Fieldwork Project – KU Leuven, Methodology Seminar: Qualitative Research Methods – KU Leuven)
3. Research management:
- o Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)
- Not applicable.
4. Communication skills:
- Presentation of research results to practitioners and target groups who took part in the research.
 - Developing ways to communicate with individuals and groups with different native languages.
5. Other professional training (course work, teaching activity):
- At SAW-B (Solidarité des alternatives wallonnes et bruxelloises): various training modules on critical approaches to transformative and new entrepreneurial forms, on social impact, on environmental transition and social economy, for instance local collective action for global ecological transition.
 - At CoopCity (Brussels) on social innovation concepts, features and processes.
 - ES.Cap training modules bridging scientific research and field work.
 - Interviews and discussion sessions with social workers in order to better understand their self-evolvement through practice.
6. Anticipated networking opportunities
- <https://www.interra-asbl.be/> : bringing together migrants and citizens from Liège for development of potential & intercultural incubation
 - Various European meetings, public auditions and events of European institutions and umbrella organisations such as:
 - o European Parliament Intergroup on “Social Economy”
 - o Social Economy category of the European Economic and Social Committee (EESC)
 - o Social Economy Europe (SEE)
 - o European Network of Cities & Regions for the Social Economy (REVES)
 - o European Network for Social Integration Enterprises (ENSIE)



7. Other activities (community, etc) with professional relevance:

- Three secondments at the University of Bolzano (January-March 2022), in ZERO Association (October-November 2022) and TERRA Institute (September 2023).
- Collaboration with ESRs with similar research interests.

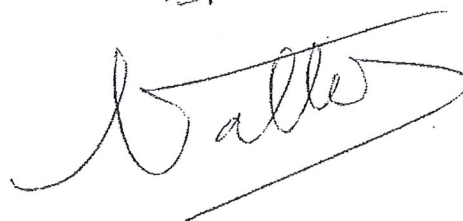
Date & Signature of fellow:

13/8/2021



Date & Signature of supervisor:

9/9/2021



Personal Career Development Plan-Final year

(Draft)

BRIEF OVERVIEW OF PROGRESS, ACHIEVEMENT AND PERFORMANCE (half page should be sufficient):

LONG-TERM CAREER OBJECTIVES (over 5 years):

If relevant, mention any adjustments to your long-term career objectives as a result of the training received.

SHORT-TERM OBJECTIVES ACHIEVED DURING THE TRAINING PERIOD:



1. Research results
 - o Publications (incl. in press):

 - o Conference, workshop attendance, courses, and /or seminar presentations:

2. Research Skills and techniques acquired:
 - o Training in specific new areas, or technical expertise etc:

3. Research management:
 - o Fellowship or other funding applications achieved (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)

4. Communication skills:

5. Other professional training (course work, teaching activity):

6. Anticipated networking opportunities:

7. Other activities (community, etc) with professional relevance:



Date & Signature of fellow:

Date & Signature of supervisor:

Personal Career Development Plan

Guidance on some of the competencies expected

The following points are a non-exhaustive series of aspects that could be covered by the Personal Career Development Plan, and it is relevant to the short-term objectives that will be set by the ESR and the reviewer at the beginning of the fellowship period. These objectives should be revised at the end of the fellowship and should be used as a pro-active monitoring of progress in the ESR's career.

1. Research results.

These should give an overview of the main direct results obtained as a consequence of the research carried out during the training period. It may include publications, conference, workshop attendance, courses, and /or seminar presentations, patents etc. This will vary according to the area of research and the type of results most common to each field. The information at this level should be relatively general since the Personal Career Development Plan does not strictly constitute a report on the scientific results achieved.

2. Research Skills and techniques acquired.



Competence in experimental design, quantitative and qualitative methods, relevant research methodologies, data capture, statistics, analytical skills.

Original, independent and critical thinking.

Critical analysis and evaluation of one's findings and those of others

Acquisition of new expertise in areas and techniques related to the ESR's field and adequate understanding their appropriate application

Foresight and technology transfer, grasp of ethics and appreciation of Intellectual Property Rights.

3. Research management.

Ability to successfully identify and secure possible sources of funding for personal and team research as appropriate.

Project management skills relating to proposals and tenders work programming, supervision, deadlines and delivery, negotiation with funders, financial planning, and resource management.

Skills appropriate to working with others and in teams and in teambuilding.

4. Communication skills.

Personal presentation skills, poster presentations, skills in report writing and preparing academic papers and books.

To be able to defend research outcomes at seminars, conferences, etc.

Contribute to promote public understanding of one's own field

5. Other professional training (course work, teaching activity):

Involvement in teaching, supervision or mentoring



6. Anticipated networking opportunities.

Develop/maintain co-operative networks and working relationships as appropriate with supervisor/peers/colleagues within the institution and the wider research community

7. Other activities (community, etc) with professional relevance.

Issues related with career management, including transferable skills, management of own career progression, ways to develop employability, awareness of what potential employers are looking for when considering CV applications etc.



Personal Career Development Plan

Personal Career Development Plan-Year 1

(Draft)

Name of ESR: James Kutu Obeng

Department: Rural areas, land use and natural resource management

Name of Supervisor: Professor Dr. Anne Tolvanen, Prof. Dr. Aila-Leena Matthies, Dr. Katja Kangas, and Dr. Ingo Stamm

Date: 21st September 2021

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED (half page should be sufficient):

My research generally seeks to enhance research-based transferrable knowledge in social work by investigating nature-based solutions for young people in precarious situations. Young people in precarious situations face complex social problems that impair their wellbeing. Moreover, traditional social work approaches may not be enough to effectively intervene in the lives of these young people whose challenges are interlinked in a complex web of environment, economic and social issues. These issues coincide with the need for the social work profession to reflect the embeddedness of humans as part of nature in its practice. Focusing on green care nature-based interventions, which are internationally proven to enhance the wellbeing of people, I will investigate the nature preferences of participants and evaluate the impact of selected green care nature-based interventions on them. The goal is to assess the improvement of the wellbeing of the young people who are facing precarious situations. However, to ensure sustainability, wellbeing will be assessed more relationally, looking at human-to-human and human-to-nonhuman interdependencies. The study's structure begins with a systematic literature review on how previous studies have explored green care nature-based practices and its utility for young people's wellbeing. For the empirical aspect of the study, the nature relatedness and preferences of young people will be investigated. Finally, an intervention study will be conducted to assess the impact of green care nature-based practices on young people's



wellbeing. Both quantitative and qualitative methods will be applied for the study design. The dissertation will be article-based with a proposed publication of four articles.

LONG-TERM CAREER OBJECTIVES (over 5 years):

1. To become an ecologically-conscious social work Professor and researcher pursuing ecosocial justice through teaching, research and advocacy. I seek to continue pursuing research to promote the wellbeing of (young) people experiencing life challenges and (young) people with immigration background
2. To become a research authority in Global South perspectives and indigenous worldviews who will project the experiences of people from these worlds into global social work perspectives. This will improve the social work profession which has limited understanding from non-Western contexts
3. To promote environment, social, and economic sustainability issues through politics and policy-making in my country, Africa and the global world

.....
.....

2. What further research activity or other training is needed to attain these goals?

1. Training (online or face-to-face) in eco-social approaches and methods and participating in presentations and conferences that discuss sustainability topics
2. Publishing research results in local and international journals
3. Taking up teaching modules in the university to equip me with the practice of disseminating results and imparting knowledge
4. After my doctoral studies, I look forward to a Post-doctoral research and teaching courses at the university. Also, I hope to conduct research projects that are place-based within the context of Africa and other countries in the Global South

.....
.....

SHORT-TERM OBJECTIVES (1-2 years):



1. Research results

These should give an overview of the main direct results obtained as a consequence of the research carried out during the training period. It may include publications, conference, workshop attendance, courses, and /or seminar presentations, patents etc. This will vary according to the area of research and the type of results most common to each field. The information at this level should be relatively general since the Personal Career Development Plan does not strictly constitute a report on the scientific results achieved.

- Anticipated publications:

My dissertation will be article-based and I intend to publish four research papers which will following descriptions:

Article one will be based on a research review of the development of green care nature-based practices and how they connect to social work practice with young people in precarious situations

Article two will be an empirical study of the nature preferences of young people in precarious situations

Article three will be an empirical study about the impact of green care nature-based interventions on young people in precarious situations

The concluding article will be an analysis of the results to identify opportunities to enlarge young people's usage, access, and ownership of the natural environment

.....
.....

- o Anticipated conference, workshop attendance, courses, and /or seminar presentations:

1. Meeting with local authorities, businesses and NGOs in rural areas European wide, NESS Conference; Finnish and Nordic research conferences in Green Care and Nature-based interventions (50-100 participants), Participatory Mapping Conference series (approx. 100 participants)
2. Participating in other face-to-face and online conferences, workshops and conferences about green care nature-based interventions
3. Making presentations at the host institutions during my secondment and attending available conferences

ASTRA Courses:



Additional doctoral studies (40 ECTS credits), Plan for the ASTRA ESRs

Discipline-Specific Studies 20 ECTS credits

HYTJ1000 Doctoral Seminar 10 ECTS credits: 2021 - 2022, 2022-2023

Studies in the Discipline 5 ECTS credits: Astra thematic workshops (3 annual 3 days courses), WP leaders

Research Methods Studies 5 ECTS credits: HYTK 2021-22 or ASTRA10 x half-day webinars on advanced individual research methods 2021-22, Durham and Ljubljana teachers

Researcher Skills 5 ECTS credits

Research Ethics Studies 2 ECTS credits: HYTK 2021- 2022

Open Science Studies 1 ECTS credit: JYU 2021-2022

Academic Writing Studies 2 ECTS credits: JYU/HYTK 2021-2022 or 2022-2023

Optional studies 15 ECTS credits

Optional studies 15 ECTS credits: ASTRA Training Contents 2022- 2023, 2023-2024

.....
.....

2. Research skills and techniques:

o Training in specific new areas, or technical expertise etc:

Generally developing a deeper understanding of mixed method study in a transdisciplinary study through training and courses

1. Training in Public Participation Geographic Information Systems (PPGIS)
2. Training in statistical analysis with modern statistical tools and software
3. Training in the designing and implementation of an intervention study in transdisciplinary research
4. Training in research ethics in transdisciplinary research
5. Developing critical thinking and analytical skills for data analysis and writing of research papers



.....
.....

3. Research management:

- o Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)

Funding:

1. MSCA ITN ETN funding 1st June 2021 – 31st May 2024
2. JYU funding 1st June 2024 – 31st May 2025 (Optional)

Developing project management skills through resource management, data management, use of online tools among others.

.....
.....

4. Communication skills:

1. Regular presentation of progress of the study to supervisors and other key stakeholders
2. Regular meeting with supervisors at LUKE and the University of Jyväskylä, as well as colleague ESRs to discuss research issues
3. Dissemination of research outcome in local and international journals and at conferences
4. Planning physical and online events to discuss issues emanating from research

.....
.....

5. Other professional training (course work, teaching activity):

1. Participating in research courses, seminars, and training modules to acquire skills in relation to my research area
2. Mentoring bachelor and/or master students at the University of Jyväskylä (JYU) through teaching and/or research assistantship, when necessary

.....
.....




6. Anticipated networking opportunities

1. Joining the international community for newcomers and the early career community at LUKE to network with colleagues and mutually support each other. This will be important for future opportunities too, through recommendations and collaborations
 2. Building lasting networks with colleague ESRs, supervisors, green care users and practitioners and partners institutions
 3. Connecting with local key stakeholders and policy makers through organized events
-
.....


7. Other activities (community, etc) with professional relevance:

1. Taking interest in and participating in other meetings, events, and fieldwork at LUKE to gain understanding of how research institutions operate and acquire soft skills from colleague staff.
 2. Regular and prompt attendance to work, making use of LUKE's online tools and resources like lukenet, outlook, Teams etc to develop myself for future organizational work.
 3. Attending in-house career development workshops to learn skills from colleagues and resource persons
-
.....

21/09/2021 

Date & Signature of fellow:

James Obeng

21.9.2021 

Date & Signature of supervisor:

Anne Tolvanen



Personal Career Development Plan

Personal Career Development Plan-Year 1

Name of ESR: Shailendra Rai

Department: Natural Resources Institute (LUKE) Finland

Name of Supervisors: Prof. Anne Tolvanen (LUKE), Dr. Oili Tarvainen (LUKE), Dr. Kati Turtiainen (JYU)

Date: 23/ 08/ 2021

BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED
(half page should be sufficient):

The project in which I will be working in ASTRA is the use of public natural environments as a means of inclusion of migrants. This project is one of the steps towards the trans-disciplinary research to understand the eco-social systems deeply and in a holistic manner. There is a growing importance of including local living environment to the inclusion processes (Närhi, K. 2004). The inclusion is not only about economic or labour market, but also more about being part of the local community which can be achieved through social and environmental lenses. The research will deepen research-based knowledge on the cultural differences in nature and environment perceptions and will provide the research based transferable and knowledge on the impacts of environmental planning on the integration of immigrants.

The project includes 4 articles in peer reviewed journals

- 1) Literature based review article on the role of nature and nature-based interventions in inclusion of immigrants.
- 2) Article based on the survey concerning human-nature relationship from the social inclusion lens and to capture the perception of public natural environment as a means of social integration for migrants' people and to understand peoples' opinions towards nature and their backgrounds.
- 3) Article based on intervention that studies the interface between the ecological and social issues from the social work point of view.



4) Article on Transferable and Negotiated Knowledge. The article will address the challenges and the knowledge base required in eco-social approach for social work particularly from the perspective of inclusion.

The project will bridge the gap between the theoretical approach and real-life situations and will open the new career perspectives which is transdisciplinary and will help in understanding the interconnectivity between social problems and ecological unsustainability.

LONG-TERM CAREER OBJECTIVES (over 5 years):

1. Goals
A social work researcher with a transdisciplinary perspective and knowledge on the role of nature education and environmental planning in immigrant integration.
2. What further research activity or other training is needed to attain these goals?

After the PhD I will continue to work as a researcher and/ or practitioner in the eco-social work field.

SHORT-TERM OBJECTIVES (1-2 years):

1. Research results
 - o Anticipated publications:
 - a. Literature based review article on the role of nature and nature-based interventions in inclusion of immigrants.
 - b. Article based on the survey concerning human-nature relationship from the social inclusion lens and to capture the perception of public natural environment as a means of social integration for migrants' people and to understand peoples' opinions towards nature and their backgrounds.



- o Anticipated conference, workshop attendance, courses, and /or seminar presentations:
 - a. Finnish and Nordic research conferences in Green care and Nature- Based Interventions
 - b. Participatory mapping conference
 - c. NESS conference
- 2. Research skills and techniques:
 - o Training in specific new areas, or technical expertise etc:
 - a. Research Methods Studies
 - b. SW Doctoral training
 - c. Research Ethics Studies
 - d. Open Science Studies
 - e. Academic Writing Studies
 - f. Public Participation GIS (PPGIS)
 - g. Statistical analysis data
- 3. Research management:
 - a. Skills appropriate to working with others and in teams and in teambuilding.
 - b. Project management and coordination skills
- 4. Communication skills:
 - a. Personal presentation skills, poster presentations, skills in report writing and preparing academic papers and books.
 - b. To be able to present research at seminars, conferences, etc.
- 5. Other professional training (course work, teaching activity):
Involvement in teaching, projects, supervision, or mentoring
- 6. Anticipated networking opportunities



- a. Develop/maintain co-operative networks and working relationships as appropriate with supervisors/peers/colleagues in LUKE and JYU and the wider research community of eco-social work.
- b. The opportunity for new networks and close collaboration with scientific, political, and civil society organizations.

7. Other activities (community, etc) with professional relevance:

Involvement or being a member of eco-social work research community, Issues related with career management, including transferable skills, ways to develop employability, awareness of what potential employers are looking for when considering CV applications etc.

Shailendra Rai
21/9/2021

Date & Signature of fellow:

Shailendra Rai

21.9.2021 

Date & Signature of supervisor:

Anne Tolvanen

