

European Institute of Innovation and Technology's Deep Tech Talent Initiative (EIT DTTI) Pledge

1. MISSION STATEMENT

As citizens, educators and entrepreneurs in Europe and our world, we are participating in a technological revolution. Rapid advances in deep tech, ranging from artificial intelligence to robotics and cleantech to biotechnology, will fundamentally alter our economy and society in the years to come. In doing so, these technologies will create new opportunities to improve our society, environment and economy and to meet the challenges of the present and the future, including climate change, sustainable energy and health.

Since change is taking place rapidly, we recognize the need to actively prepare our current and future generations of scientists, researchers, experts, managers and entrepreneurs, to meet these challenges and to live longer, healthier and more environmentally sustainable lives.

We can embrace technology to prepare for a better future, including more equitable societies. Our participation in this Pledge reflects the diversity of talent as well as the many variations in supply and demand for new skills.

Underlying our commitment is a search for excellence. The rapid changes in technology, and the impacts this will have on our economy, society and climate, are foundational. As such, we focus on tangible and high-quality solutions and outcomes to the challenges of deep tech skills demand and supply.

We invest in a balanced and equitable approach to education and training. We recognize that gender as well as wider social inclusion and equity is incorporated in how we teach and prepare the leaders of tomorrow.

2. THE EIT DEEP TECH TALENT INITIATIVE

The European Institute of Innovation's Deep Tech Talent Initiative (EIT DTTI) has the objective of training 1,000,000 Deep Tech innovators and experts in Europe between 2023 and 2025. As part of the [New European Innovation Agenda](#) adopted on 5 July 2022 by the European Commission, the EIT DTTI combines the forces of education and training institutions, companies, research institutes, start-ups, and other stakeholders in realising this important goal.

The EIT has entrusted its Knowledge and Innovation Community (KIC) [EIT Manufacturing](#) to coordinate and manage the implementation of the EIT DTTI. The [other EIT KICs](#) are also participating in the initiative and partially managing key aspects of EIT DTTI.

This Pledge is a formal commitment and support in identifying deep tech training needs and trainees; identifying training providers; identifying training courses; and identifying the financial resources to support the training. While this commitment is expected to start from the EIT ecosystem, it will include partners from the wider deep tech ecosystem to leverage participation and reach the ambitious target of one million deep tech talent. These talents will create a pool of future innovators as basis for Europe to address the complex challenges it faces.

3. JOINING THE EIT DTTI PLEDGE

ENTERPRISE / ENTERPRISE ASSOCIATION MEMBER'S PLEDGE

In order to meet the deep societal challenges of this new technological era, **by joining the Pledge, the undersigned organisation:**

a) Commits to participate and support the EIT DTTI's mission, objectives, ambitions, ethics and activities as follows:

- Mobilise financial resources and abilities behind the goal of training 1 million talents in Deep Tech specialisations, towards a European Deep Tech talent pool, between 2023 and 2025;
- Work with key stakeholders to identify current and future deep tech skills and training needs as well as employment requirements within our business sector and related business sectors;
- Work with internal and external education and training providers to ensure that a suitable mix of courses are available for our staff and our sector as a whole;
- **Train at least ... employees with different needs in Deep Techs between 2023 and 2025;**
- Allocate resources to internal and external initiatives that support the objective of deep tech training in areas relevant to our firm or association;
- Support initiatives in areas such as career counselling, internships, company visits, job fairs and other measures that introduce students and trainees of all ages to the employment potential and matches skills/qualifications requirements within our firm and sector;
- Contribute to the policy objectives of the New European Innovation Agenda and other initiatives of the European Institute of Innovation and Technology and the European Commission in implementing it.

b) Accepts the Terms and Conditions of the EIT DTTI, as annexed to this Pledge, which forms an integral part of the Pledge.

SIGNATURE

For the Member

Name and title of legal representative

Official name and address of the organisation

Signed in _____ (place), on _____ (date)

ANNEX

Terms and conditions of the EIT Deep Tech Talent Initiative (EIT DTTI) Pledge

1. DEFINITIONS

EIT Deep Tech Talent Initiative (DTTI): The EIT Deep Tech Talent Initiative has the objective of training 1,000,000 Deep Tech innovators and experts in Europe between 2023 and 2025. A key aspect of this Initiative is to attract, foster and retain talent in Europe as per the New European Innovation Agenda.

European Institute of Innovation and Technology (EIT): the EIT has been established in 2008 as a European Union body, in the 2021-2027 period it is implementing activities in the area of innovation, education and business creation under the Horizon Europe Framework Programme for Research and Innovation.

EIT Community: The EIT Community means the EIT and the active community of individuals and legal entities which benefited or benefit from the EIT support or financial contribution;

EIT Manufacturing (EIT DTTI Coordinator): A Knowledge and Innovation Community designated by the EIT in December 2018, established in Paris, France. EIT Manufacturing is the Coordinator of the EIT DTTI. The main task of the EIT DTTI Coordinator is to manage and coordinate all the activities of the EIT DTTI Community and other interested parties in order to reach the EIT DTTI main objectives.

Knowledge and Innovation Community (KIC): means a large-scale Institutionalised European Partnership, as referred to in Regulation (EU) 2021/695, of higher education institutions, research organisations, companies and other stakeholders in the innovation process in the form of a strategic network, regardless of its legal form, based on joint mid- to long-term innovation planning to meet the EIT challenges and contribute to attaining the objectives established under the European Union Horizon Europe Framework Programme for Research and Innovation.

Member: the organisation (exceptionally individual) which has joined the Pledge and committed to participate in the Initiative.

2. THE PLEDGE

In order to fulfill the objectives of the EIT DTTI, the EIT decided to launch the EIT DTTI Pledge to allow that any organisation interested in the EIT DTTI activities can join and commit itself to this mission. The EIT has entrusted its KIC, EIT Manufacturing to coordinate and manage the implementation of the EIT DTTI, with the participation of other KICs.

Membership and participation in the Pledge is open to a wide range of organisations (exceptionally individuals), who commit to:

- Developing and providing education and training opportunities within deep tech;
- Sharing information on deep tech recruitment and skills development needs;

- Supporting the deep tech training process through financial resources and other support.

When joining the Pledge, the Member shall choose one from the following member categories defined

- Educational and Training provider member: Organisations that offer educational and training courses and are directly responsible for up-skilling and re-skilling talents.
- Enterprise / Enterprise association member: Enterprises that are using or developing deep tech. These can be start-ups or established enterprises. Enterprises can support the process through offering in-company training, mentoring, open innovation competitions and other means of support.
- Financing member: Organisations that finance deep tech innovation, and can include financing of deep tech education and training. These could include venture capital firms, angel investors, etc.
- Institutional member: These include Member States, and other government and non-profit organisation, EU and national level Agencies, and other leading international organisations such as the EIB, EIF, the EBRD, etc.

Members shall implement the activities, in accordance with the Terms of conditions, to the best of their professional ability, commitment and ethical standards.

3. THE INSTITUTIONAL PROFILE

Upon joining the Pledge, the Member accepts the present Terms and Conditions, the terms of use and the privacy policy of DTTI platform available on the DTTI Website (<https://www.eitdeeptechtalent.eu/>).

The Member shall be provided with exclusive access to the DTTI platform available on the DTTI Website. The EIT DTTI platform, the members-only interface of the initiative's website, will feature additional tools such as the Deep Tech Radar and allow members to find out first about relevant funding opportunities offered by the EIT Community and other funding partners.

The Member shall create, update and maintain the professional profile of the organization on the DTTI website. This shall include relevant and accurate information, including the legal and trade names, the location and languages of instruction, academic or professional certifications of the institution; and other relevant information. The Member accepts that this information shall be in the public domain and shall comprise part of the DTTI Marketplace.

Information to be uploaded as part of the public profile includes:

- Organisational Name
- Address and Contact Information
- Category
- Organisational Type
- Deep Tech Specialisation
- Service Offer (if applicable)
- Training Offer (if applicable)
- Summary Description
- Full Description
- Logo Upload
- Size: Number of Employees
- SME: Yes / No
- EIT Label Certification: Yes / No
- Other Academic or Professional Certification (if applicable)
- Gender / Inclusion Commitment

4. VOLUNTARY REGISTRATION OF DEGREE OR TRAINING PROGRAMMES

The Member may, at their initiative, register any degree or training programmes for publication and dissemination on the EIT DTTI website. Any submissions must first be reviewed and approved by the Coordinator and clarifications may be requested prior to posting to the EIT DTTI Website. All submissions must comply with the minimum course or degree standards (see Article 5).

Any course or degree submissions must include the following information:

- Course Name
- Course Summary
- Detailed Course Agenda
- DeepTech Technologies Covered
- DeepTech Sectors Covered
- Venue: Place / City / Country
- Dates & Total Hours / Days of Instruction
- Tuition / Fee Costs
- Type of Training (Online, In Person, Hybrid)
- ECTS Hours and Level of Qualification
- Language of Instruction
- Dates of Instruction
- Deadline for Enrolment
- EIT-Label Certified (yes/no)
- Other Certification (submit name)
- Educational Level: Secondary / Upper Secondary / Tertiary / Post Graduate / Vocational / Continuing
- Registration Contact Information

The Member understands and accepts that all such information will be published on the EIT DTTI website and shall be available online.

The Member understands and accepts that all such training courses will be listed based on classification criteria as well as whether the courses are open for enrolment or not. Courses that have been approved by the EIT Label or equivalent certifications shall receive priority in the public online listing.

5. MANDATORY MINIMUM DEGREE OR COURSE STANDARDS

Only those degrees or courses that meet the following criteria may be listed:

- The degree or training course must be applicable to the definition of Deep Tech adapted by DTTI, and should fall within one of the accepted EIT DTTI technologies and applications (see website for further information: <https://www.eitdeeptechtalent.eu/the-pledge/what-is-deeptech/>).
- The total duration of the course must be at least 2 ECTS credits with at least 50-60 hours or more of guided learning and student hours combined. Degree programmes should comply with EU standards.
- The knowledge level for courses above the secondary level should be equivalent to Level 3 EQVET / EQF regulated training qualifications (technician level).
- Each degree or training programme course should issue a verifiable certificate of achievement or qualification from the training provider.
- In case the training materials use content and materials protected by intellectual property rights of a third party, necessary permissions (licenses or other) should be obtained by the Pledge Member.

6. MANDATORY PROGRESS REPORTING

The Member shall implement a mandatory reporting process every three months on progress towards achieving the objective of training and upskilling 1,000,000 European Deep Tech talents. This shall be done via the EIT DTTI website.

The mandatory reporting includes the following information for each approved Deep Tech course held and completed:

- Course Name
- Course Summary
- Weblink
- DeepTech Technologies Covered
- DeepTech Sectors Covered
- EIT-Label Certified (yes/no)
- Other Certification (submit name)
- Educational Level: Secondary / Upper Secondary / Tertiary / Post Graduate / Vocational / Continuing
- Successful Graduates:
 - Names of successful graduates
 - Group Age
 - Gender
 - Nationality
 - Consent of parent or guardian (if applicable).

The Member shall have a privacy statement published on its website and shall adapt its consent form to ensure that the personal information of successful graduates (data subjects) may be reported to the Coordinator. This information shall be stored by the Coordinator for a period of 5 years following its receipt, and shall be used to count progress towards achieving the 1,000,000 talent objective, and other DTTI objectives.

7. RESPECTING THE EUROPEAN UNION POLICY REQUIREMENTS

By participating in EIT DTTI, the Member shall respect the European dimension of Deep Tech education, training and wider development.

In particular, the Member shall ensure the application of EU policy in terms of gender equality, inclusion, and related aspects. The Member shall also be aware and abide by relevant EU standards and regulations, including personal data protection, ePrivacy, intellectual property rights, copyright, ethical artificial intelligence and others. In their interactions on the EIT DTTI Website, the Member shall ensure that all posts and content are respectful and accurate and uphold the professional reputation of the Coordinator and the European Union.

8. PROTECTION OF PERSONAL DATA

The Coordinator and the Member shall ensure that the personal data processed in the framework of the EIT DTTI comply with the European Union's [General Data Protection Regulation](#) (or the applicable legal framework, if it ensures equal protection to the GDPR).

As a minimum, this means that they shall ensure the lawfulness of the processing by the following:

- a privacy statement shall be available for the data subjects on the EIT DTTI website: the privacy statement shall indicate at least the data controller, the purpose of processing the personal data, the types of personal data processed, the retention period, the rights of data subjects, the applicable law and the competent data protection national authority;
- a written consent form is developed for the data subjects (if applicable);
- technical and organisational safeguards shall be in place for the EIT DTTI platform and other IT tools and applications used.

The EIT, as a European Union body processes personal data in accordance with [Regulation \(EU\) 2018/1725](#).

9. CERTIFICATION BRANDING

EIT DTTI may, with the explicit approval and cooperation of the Member, develop a system of co-branding approved course or degree certificates of completion with an appropriate EIT DTTI logo. This will depend on technical issues and future developments and is mentioned here as a future provisional option only.

10. EIT DTTI ALUMNI

EIT DTTI may, with the approval and cooperation of the Member, develop a membership platform for successful alumni of EIT DTTI-approved courses and degrees. In this case, the Coordinator shall work with the Member to assure that successful graduates from each Member may individually enroll themselves in such a platform.

11. QUALITY CERTIFICATION UNDER THE EIT LABEL

EIT DTTI may introduce a voluntary degree, non-degree and fellowship quality certification programme for education and training institutions within the EIT Label. Participation in such a scheme, if implemented, will be voluntary. This will depend on technical issues and future developments, and is mentioned here as a future potential option only.

12. VOLUNTARY UPLOAD OF NEWS, EVENTS, AND OPPORTUNITIES

The Member shall have the opportunity of uploading relevant content to the EIT DTTI website relating to news of their institution, conference or events that will be held, scholarships, employment, open calls, and other information. This content may be further disseminated by the Coordinator on social media and other communications channels it controls or cooperates with.

In general, any content posted by the Member will be first subject to editing and content moderation by the Coordinator prior to final appearance on the EIT DTTI Website. Relevant guidelines may be published by the Coordinator for content quality.

13. FEE(S)

The Member understands that as an EIT initiative and as part of KIC activities, the EIT DTTI is subject to long-term financial sustainability principles. In line with the EIT legal framework, financial sustainability means a capacity to gradually finance activities independently of contributions from the EIT.

In line with this, the Member understands that in the future (after 1 January 2024), fees (different types of fee options) may be charged by the Coordinator for participation in the EIT DTTI. Such fee(s) cannot not be excessive and must be proportionate to the services provided, line with market prices and contributing to the financial sustainability of the initiative.

In the case such fee(s) will be introduced, the Member will receive a written notification from the Coordinator, allowing due time for the Member before the amendment of the present Terms and conditions enter into force.

14. AMENDMENT OF THE EIT DTTI PLEDGE TERMS AND CONDITIONS

The Coordinator may – with prior consultation of the EIT – decide to amend the Terms and Conditions.

In such cases, the Coordinator shall inform all the Members in writing about the subject of the changes and their reasons. Unless otherwise indicated by the Coordinator in writing, the entry into force of the amended Terms and Conditions shall be the first day of the following second month after the Coordinator informed the Members about the changes.

15. TERMINATION OF PLEDGE MEMBERSHIP BY THE MEMBER OR BY THE COORDINATOR

15.1 TERMINATION OF THE PLEDGE MEMBERSHIP BY THE MEMBER

A Member may anytime decide to terminate its EIT DTTI Pledge membership. In such a case, the Member shall inform the Coordinator in writing (if possible by indicating the reasons) without delay.

The Pledge membership will cease on the last day of the following month after the Coordinator was informed in writing by the Member ("notice period").

15.2 TERMINATION OF THE PLEDGE MEMBERSHIP BY THE COORDINATOR

In case of a serious breach of the Terms and Conditions by the Member (in particular not respecting the mission of the EIT DTTI, repeated breach of reporting obligations, etc), the Coordinator may initiate the procedure to terminate the pledge membership by sending a pre-information letter to the Member about the breach.

The Member will have thirty days to reply in writing to the Coordinator, providing clarification and explanation regarding the breach.

The Coordinator will then decide on the termination of the membership within sixty days following the receipt of the reply of the Member. In case of absence of a reply from the Member, the Coordinator will decide on the termination of the pledge membership based on the available information concerning the breach.

16. APPLICABLE LAW AND SETTLEMENT OF DISPUTES

The Terms and Conditions are governed by the applicable European Union law, supplemented if necessary by the law of Belgium.

The Coordinator and the Member agree that their operations and cooperation within the EIT DTTI Pledge shall be governed by mutual consideration and respect. In case of a dispute which could not be resolved amicably, it must be brought before the courts of Brussels, Belgium.