



D5.1 List of ERI teachers

WP5 Training programme organization and dissemination

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D5.1 List of ERI teachers

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LIST OF ABBREVIATIONS

ALLEA	All European Academies
DFG	Deutsche Forschungsgemeinschaft
ENERI	European Network of Research Ethics and Research Integrity
ENRIO	European Network of Research Integrity Offices
ERI	Ethics and research integrity
EU	European Union
WCRI	World Conference on Research Integrity

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EXECUTIVE SUMMARY

This deliverable is the report on the ethics and research integrity (ERI) trainers list of VIRT2UE's work package 5. The report comprises five sections and proceeds as follows:

Section 1 introduces the report by pointing out the list's importance and status as a living document. Moreover, it gives an overview of the deliverable's structure.

Section 2 embeds the ERI trainers list amid the overall objectives of VIRT2UE by elaborating how it supports four important tasks, namely 1) identifying and selecting trainees for the train-the-trainer programme, 2) creating a database of ERI trainers via a common European access point, 3) promoting the Embassy of Good Science, and 4) developing a capacity building plan to improve ERI training infrastructures.

Section 3 elucidates the methodology used for compiling the ERI trainers list. Before outlining the methods and sources of data collection, the section elaborates how the concept ERI trainer has been defined, distinguishing between a broad and narrow definition. The broad definition shall inform the organization of the training programme as well as the promotion of the Embassy of Good Science, whereas the narrow definition will guide setting up the database and concocting the capacity building plan.

Section 4 concisely summarizes the most important information reported in the list and analyses crucial properties of the data important for VIRT2UE's success. Particular emphasis is put on assessing to what extent the list as it currently stands already is a solid base for implementing the train-the-trainer programme according to the criteria specified in the Grant Agreement. It is shown that the list by and large meets numerous crucial criteria, but also that some gaps and imbalances remain.

Section 5 addresses how the gaps detected in the previous section shall be filled in future iterations of the list. Furthermore, the section provides an overview of how specifically the list shall be used over the project's further course and indicates which accompanying steps need to be taken in order to maximize the list's impact.

INTRODUCTION

VIRT2UE's lasting impact depends not least on implementing the train-the-trainer programme and disseminating the project's further results as widely and as systematically as possible. An important step towards implementing the training programme and preparing the ground for dissemination and capacity building activities has been the compilation of a list of ethics and research integrity (ERI) trainers from the 28 member states of the European Union (EU) (that is, including the United Kingdom), Norway, Switzerland, and Turkey. The list shall support various tasks over the further course of the project and thus will evolve in accordance with the project's trajectory. Hence, the ERI trainers list is a living document that will constantly be updated over the project's lifetime.

The present report is deliverable D5.1 of VIRT2UE and outlines the purposes the ERI trainers list serves, describes how the list has been compiled, summarizes and analyses the collected data, and delineates how the list will be updated and used throughout the lifecycle of the project. While the report provides comprehensive information on the state of the ERI trainers list as of May 2019, the list itself cannot be published because it contains personal data. As shall become apparent in the report, this does not jeopardize any of VIRT2UE's objectives.

The remainder of the report is structured as follows: First, the ERI trainers list is contextualized within the project's overall structure by expounding how it will support numerous important tasks. Second, the methodology used for compiling the list is explained, particularly focusing on the definition of ERI trainer and methods of data collection. Third, important properties of the list are summarized and analysed amid VIRT2UE's general objectives. Finally, the procedure for updating and eventually transforming the list into a public database is set forth.

PURPOSES

Among the objectives of VIRT2UE are implementing a training programme, creating a database of ERI trainers via a common European access point, disseminating and embedding the project's results in the academic community via the Embassy of Good Science (hereafter: the Embassy) and establishing a capacity building roadmap for countries currently lacking comprehensive training infrastructures. In order to attain these objectives, a list of ERI trainers from member states of the EU, Norway, Switzerland and Turkey has been compiled. In a nutshell, the list will contribute to accomplishing the aforementioned objectives in the following way:

- The list shall facilitate identifying and selecting trainees for the train-the-trainer programme.

- The list shall serve as the basis for inviting ERI trainers to register for a database.
- Listed trainers will be invited to join the Embassy. The Embassy is a community-driven web-platform jointly developed by VIRT2UE and EnTIRE seeking to build a community of people sharing an interest in research integrity or research ethics.
- The list shall facilitate identifying gaps as well as strengths in extant training infrastructures.

By providing information on trainers' academic profiles, training experiences and contact information, the list shall facilitate implementing as well as rendering sustainable VIRT2UE's train-the-trainer programme. The information summarized in the list will help consortium partners responsible for the organization of trainings to determine who are the most suitable trainees in light of prevalent local circumstances. As trained trainers are envisioned to become key disseminators of VIRT2UE trainings by training further researchers, selecting trainees strategically whenever possible is crucial for VIRT2UE's lasting and comprehensive impact on Europe's research culture. Table 1 summarizes how many trainings will be organized per country group, from spring 2020 onwards.

Table 1: Trainings per country group

Country group	Number of trainees	Number of trainings
Germany	55	4
Belgium and the Netherlands	18	2
Poland, Estonia, Latvia, Lithuania and Finland	21	2
France and Luxemburg	37	3
Greece, Bulgaria, Romania, and Cyprus	10	1
Czech Republic, Slovakia, Hungary, Slovenia and Croatia	14	1
Italy and Malta	17	2
Norway, Sweden and Denmark	21	2
Spain and Portugal	29	2
Austria and Switzerland	13	1
Turkey	18	2
United Kingdom and Ireland	51	4
Total	305	26

In addition to organizing trainings, VIRT2UE will invite experienced trainers to sign up for membership in a database of ERI trainers, complementing efforts of ENERI (European Network of Research Ethics and Research Integrity) to establish a common European access point for research ethics and research integrity experts. The ERI trainer database will be helpful for 1) institutions seeking to find qualified trainers and 2) community building initiatives by systematically facilitating the deepening and broadening of networks. The list will function as the primary source for recruiting database members.

Another key conduit for disseminating VIRT2UE's results as well as a crucial initiative for effective ERI community building in and beyond Europe is the Embassy, jointly developed by VIRT2UE and the closely related EnTIRE project which is also funded by the Science

with and for Society programme of the EU's Horizon 2020 strategy. While initially driven by input from the VIRT2UE and EnTIRE consortia, the Embassy shall evolve to become a sustainable community-driven web-platform to which everyone interested in good science can contribute in multiple ways, for example, by adding to or updating thematic pages or asking and answering questions. To support uptake of the Embassy in the ERI community, listed trainers will be invited to join the platform and encouraged to both make use of and add to its resources.

Besides implementing and disseminating VIRT2UE's results and fostering community building, the ERI trainers list shall serve as a basis for drafting the envisaged capacity building roadmap. A pivotal factor for effective capacity building is targeting measures precisely, which, in turn, requires an astute awareness of extant gaps, local circumstances, and best practices. Specifically, the list shall underpin the identification of gaps in a twofold manner: On the one hand, analysing the training experiences of trainers indicates the degree to which existing research and teaching infrastructures encourage and support ERI training. In other words, they indicate the relative depth of extant capacities. On the other hand, the number of extant trainers relative to the overall number of researchers in a given country indicates the breadth of extant capacities. Based on the results of analysing the depth and breadth of extant ERI training infrastructures, venues and instruments for capacity building will be developed in close collaboration with country experts from the consortium and, if possible, related networks. These shall then be transformed into recommendations for action which will represent the backbone of the capacity building roadmap.

To sum up, the ERI trainers list supports various crucial objectives of the VIRT2UE project. Thus, it is not an end in itself, but a means to help the project succeed. For that reason, the process of compiling the list has primarily been guided by the aim of developing a useful document, not methodological rigour.

METHODOLOGY

The methodology for compiling the ERI trainers list rests on two pillars, namely a definition of conditions a person has to fulfil to qualify as an ERI trainer, and data collection methods suitable to systematically identify a large number of ERI trainers meeting this definition. This section of the report explains the criteria constituting an ERI trainer according to the virtue ethical framework that underpins the project and depicts how data has been gathered, outlining methods as well as sources.

Definitions

Because the ERI trainers list is an instrument supporting various objectives of VIRT2UE, conceiving a definition of ERI trainer was not primarily driven by theoretical

considerations, but by pragmatic considerations of utility. As a result, both a broad and a narrow definition of the concept ERI trainer has been devised. The broad definition specifies two criteria emanating from the project's virtue ethical framework a person has to meet in order to qualify as ERI trainer. This definition will be used to select trainees and promote the Embassy. However, as the broad definition does not include actual training experience as a necessary condition, it is unlikely to resonate in the scientific community because it departs from ordinary language. Since general resonance is crucial for rendering the ERI trainers database successful, only trainers meeting the narrow definition, which includes training experience as a third criterion, will be encouraged to register for the database.¹

As the project acronym indicates, VIRT2UE is based on a virtue ethics approach to ERI teaching and learning. Drawing on Aristotle, the Grant Agreement states:

(...) [M]oral understanding is different from theoretical knowledge (...). In the case of moral understanding, someone has to know what is the right thing to do in the concrete situation. Cultivating moral understanding, and, consequently, good behaviour, requires developing virtues, for which you need both education and experience. One might be born with the *potential* to become virtuous, but to effectively become a virtuous person, one has to exercise, and learn how to apply rules to the specific situation. (European Commission Research Executive Agency 2018, Annex Part B, p. 19, emphasis in original)

Thus, "virtue based learning implies a combination of acquiring knowledge of general principles and learning how to apply them in practical situations" (ibid., p. 19, in original bold). Consequently, all ERI trainers need to have substantial research experience because virtue based ERI teaching and learning focuses on how codes and rules are meant to shape academic practice.

The paramount importance of experience notwithstanding, ERI trainers also need to know relevant codes and rules governing good research. After all, embodying and applying the virtues enshrined in codes and rules presupposes knowing their contents and purposes. Thus, ERI training inspired by virtue ethics is based on a distinct conceptualization of the relationship between theory and practice, emphasizing the simultaneous importance of both knowledge and skills (ibid., p. 19). Hence, all ERI trainers have to fulfil two conditions, namely:

1. *To qualify as an ERI trainer, a person needs to have substantive research experience.*
2. *To qualify as an ERI trainer, a person needs to know relevant codes and rules.*

Although highly intuitive, a third criterion is not mandatory for inclusion on the list:

3. *To qualify as an ERI trainer, a person needs to have training experience.*

¹ Whether it will be feasible to implement a mechanism effectively preventing inexperienced trainers from registering for the database will be assessed over the further course of the project.

As explained in the Grant Agreement, according to a virtue ethical approach “becoming a trainer in ethics and research integrity is essentially a process of ‘learning by doing’” (ibid., p.19). Therefore, participants of the train-the-trainer programme only have to meet the two criteria mentioned above. While training experience is regarded as an asset, it is not conceptualized as a *sine qua non* for getting trained by VIRT2UE.

The same holds true for promoting the Embassy. The platform aims to bring together everyone interested in good science and seeks to foster an ethical and integrity-based research culture so that promotion efforts shall address a wide array of stakeholders.

However, training experience shall be an entry criterion for being invited to register for the database of ERI trainers. A main function of the database is to help institutions looking for qualified ERI instructors to find and contact trainers. As the term trainer in ordinary language implies that a person has actually held trainings, only trainers with a track record of having actually conducted trainings will be invited to join in order to avoid unnecessary confusion.

Methods and sources

As the list does not represent a sample of ERI trainers, but aims for comprehensiveness, no rigorous data collection methods have been applied. Instead, various sources were drawn upon to identify as many ERI trainers meeting at least the broad definition as possible. In particular, the list has been compiled by drawing on online information, data generated within other work packages of VIRT2UE and EnTIRE, and networks of consortium partners. Hence, data reported in the list mainly is pre-existing or official data.

With regard to web-based research, especially the following types of websites were mined for information on 1) the current organization of ERI trainings and 2) the current state of applied ERI research:

- websites of large and/or renowned universities²
- websites of large and/or renowned research institutes
- websites of science organizations, like All European Academies (ALLEA) or Deutsche Forschungsgemeinschaft (DFG).
- websites of research integrity offices and attendant networks, like the European Network of Research Integrity Offices (ENRIO) or Hcéres
- websites of past and current research projects addressing research integrity, research ethics and/or responsible research and innovation, like ENAI, ENERI, EQIPD, HEIRRI, JERRI, Path2Integrity, PRINTEGER, SATORI, SHERPA and SIENNA.

² Especially the information summarized on the website mastersportal.com has guided the selection of websites to scan.

These websites were also searched for information or links referring to other potentially valuable sources of information, thus employing an approach somewhat akin to snowball sampling.

Furthermore, partners from VIRT2UE work package 2 (mapping of educational resources) and EnTIRE work package 4 (resources for research ethics and research integrity) shared data on extant trainings and literature on ERI in accordance with applicable data protection regulations. Authors of trainings and publications on ERI typically meet at least the broad definition of ERI trainers. Scanning the reference lists of the documents added further data.

Finally, consortium partners and advisory board members were requested to draw on their networks and suggest ERI trainers for inclusion on the list. Since the consortium is composed of partners from all regions of Europe and since the advisory board also includes industry representatives, this step considerably increased the breadth of the list.

DESCRIPTION AND ANALYSIS

This section of the report gives an overview of the data collected by May 2019. The list currently comprises 899 entries of people meeting the broad definition of ERI trainer. For each trainer the list shall eventually contain information on:

- name, gender and academic title
- organizational affiliation
 - name of organization
 - type of organization (university, research institute, industry, research integrity office, freelance, other)
- e-mail address (or online contact form)
- country/countries of trainings
- working languages
- research background
- training experience in years
- training focus (research integrity, research ethics, or both)
- target group of trainings (institutional setting and academic disciplines of trainees)
- indication of interest or no interest in getting trained by VIRT2UE
- notes

Data on working languages, research background, training experience, training focus, target groups of trainings and indication of (non-) interest in getting trained by VIRT2UE is still missing for many trainers because so far only relatively few have been contacted, particularly those having network ties to members of the VIRT2UE consortium. The missing data will be added when trainers are invited to join the Embassy soon after its

launch during the World Conference on Research Integrity (WCRI) in Hongkong (2-5 June 2019). Contacting them earlier would have risked creating fatigue because as long as both the training programme and the Embassy were still in the process of being developed, important information could only have been provided in a stepwise manner. Moreover, contacting trainers when the project is already visible via the Embassy and social media channels facilitates communicating the added value of engaging with VIRT2UE.

The remainder of this section summarizes and analyses the composition of the list in view of its contribution to accomplishing the objectives and serving the purposes specified in the second section of this report.

Country and country group data

VIRT2UE aims to train one trainer per 10,000 researchers in each EU member state, Norway, Switzerland and Turkey. Table 2 shows the number of researchers employed in these countries. The table also reports the percentage of researchers employed in each country relative to the overall population of researchers employed in the EU, Norway, Switzerland, and Turkey. The data has been collected by Eurostat in 2013/14 and also underlies VIRT2UE's Grant Agreement.

Table 2: Researchers per country

Country	Number of researchers	Percentage
Austria	71,448	2.3
Belgium	66,724	2.2
Bulgaria	17,795	0.6
Croatia	10,726	0.4
Cyprus	2,127	0.1
Czech Republic	54,493	1.8
Denmark	59,287	1.9
Estonia	7,721	0.3
Finland	55,515	1.8
France	366,299	12.0
Germany	549,283	18.0
Greece	53,744	1.8
Hungary	39,190	1.3
Ireland	25,393	0.8
Italy	168,074	5.5
Latvia	7,939	0.3
Lithuania	19,371	0.6
Luxembourg	2,713	0.1
Malta	1,347	0.0
Netherlands	115,795	3.8

Norway	50,025	1.6
Poland	115,375	3.8
Portugal	78,736	2.6
Romania	27,535	0.9
Slovakia	25,080	0.8
Slovenia	12,155	0.4
Spain	210,104	6.9
Sweden	101,820	3.3
Switzerland	60,278	2.0
Turkey	181,544	6.0
United Kingdom	489,181	16.1

Source: Eurostat 2019

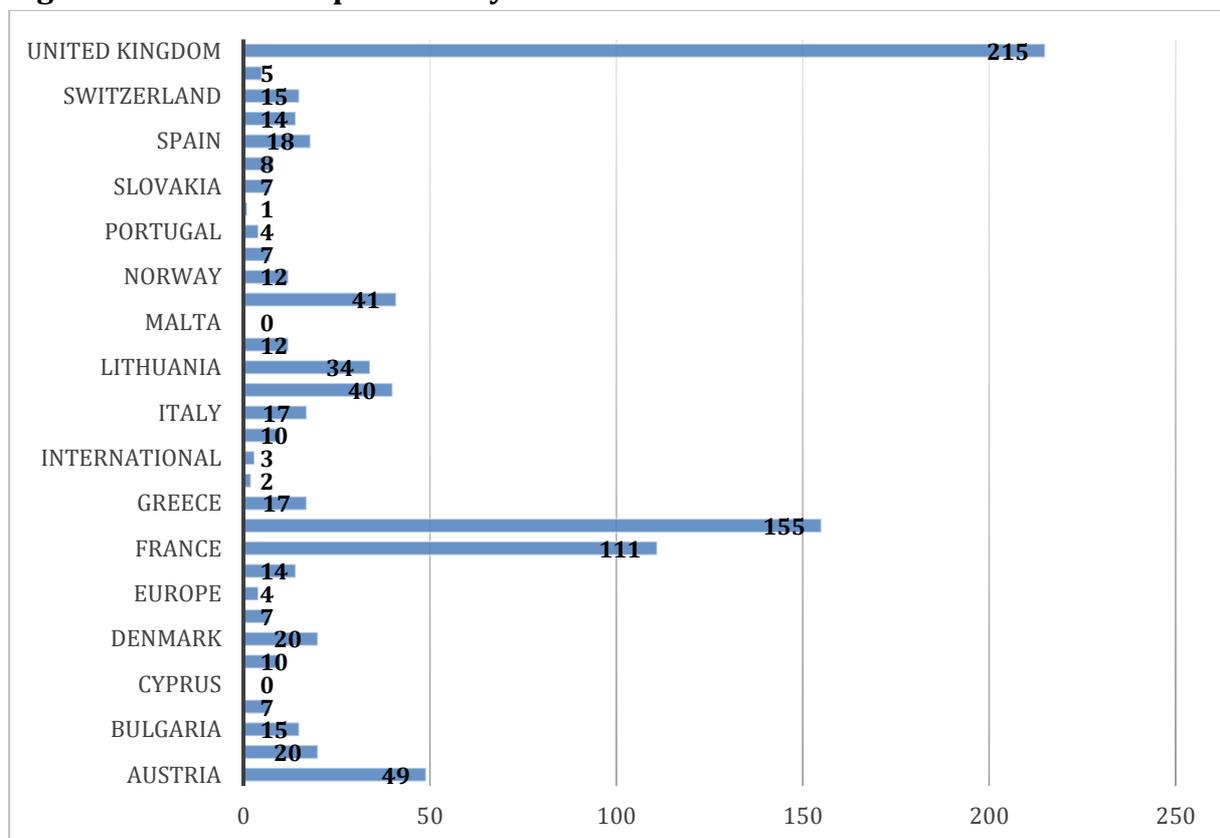
Table 3 shows how many listed ERI trainers are affiliated to each of the 31 countries VIRT2UE targets. The percentage points in the third column indicate how many trainers are located in a given country relative to the population of ERI trainers identified. Figure 1 visualizes the information.

Table 3: ERI trainers per country

Country	Number of ERI trainers	Percentage
Austria	49	5.5
Belgium	20	2.2
Bulgaria	15	1.7
Croatia	7	0.8
Cyprus	0	0.0
Czech Republic	10	1.1
Denmark	20	2.2
Estonia	7	0.8
Europe	4	0.4
Finland	14	1.6
France	111	12.3
Germany	155	17.2
Greece	17	1.9
Hungary	2	0.2
International	3	0.3
Ireland	10	1.1
Italy	17	1.9
Latvia	40	4.4
Lithuania	34	3.8
Luxembourg	12	1.3
Malta	0	0.0
Netherlands	41	4.6

Norway	12	1.3
Poland	7	0.8
Portugal	4	0.4
Romania	1	0.1
Slovakia	7	0.8
Slovenia	8	0.9
Spain	18	2.0
Sweden	14	1.6
Switzerland	15	1.7
Turkey	5	0.6
United Kingdom	215	23.9

Figure 1: ERI trainers per country



Unless self-reported by contacted trainers, country affiliation has been determined by the organizational affiliation of trainers. As each trainer has only been entered once into the table, even if conducting trainings in more than one country, the table likely underreports the degree of country coverage. ERI trainers affiliated to organizations having an international or European mandate without a clear national affiliation are listed under the categories “International” and “Europe”.

While most countries are well-covered, so far less than ten ERI trainers from Croatia, Estonia, Hungary, Poland, Portugal, Slovakia, Slovenia, and Turkey have been identified.

Entries of trainers from Cyprus and Malta are completely missing. In addition, the numbers for Italy and Spain are strikingly low amid their large size. By contrast, more than 100 trainers from France, Germany, and the United Kingdom have been identified. Against the background of their limited size, Austria, Latvia, Lithuania, Luxembourg, and the Netherlands also are remarkably well-represented.

With regard to the organization of the training programme, having a closer look at the relevant benchmarks specified in the Grant Agreement is important. Table 4 compares the number of trainers ideally to be trained per country to the number of trainers listed.

Table 4: Number of trainers to be trained/number of ERI trainers per country

Country	Number of trainers to be trained	Number of trainers on ERI trainers list
Austria	7	49
Belgium	7	20
Bulgaria	2	15
Croatia	1	7
Cyprus	0	0
Czech Republic	5	10
Denmark	6	20
Estonia	1	7
Finland	6	14
France	37	111
Germany	55	155
Greece	5	17
Hungary	4	2
Ireland	3	10
Italy	17	17
Latvia	1	40
Lithuania	2	34
Luxembourg	0	12
Malta	0	0
Netherlands	12	41
Norway	5	12
Poland	12	7
Portugal	8	4
Romania	3	1
Slovakia	3	7
Slovenia	1	8
Spain	21	18
Sweden	10	14
Switzerland	6	15

Turkey	18	5
United Kingdom	49	215

For 23 of the 31 target countries more ERI trainers have been identified than will be trained over the course of the project. Although most potential trainees have not yet been contacted, the basis for reaching the target numbers seems mostly promising. For two countries, namely Cyprus and Italy, the number of identified trainers and trainees is even, whereas in the cases of Hungary, Poland, Portugal, Romania, Spain, and Turkey the number of identified trainers falls short of the intended number of trainees.

However, exactly matching the numbers outlined in Table 4 only is an ideal scenario. As the trainings will be organized in country groups, the most crucial benchmark refers not to trainers to be trained per country, but to trainers to be trained per country group. While VIRT2UE shall aim to approximate the ideal scenario as closely as possible, some deviation is likely. Table 5 contrasts the number of trainers to be trained by country group according to the Grant Agreement with the number of listed ERI trainers from that country group.

Table 5: Number of trainers to be trained/number of ERI trainers per country group

Country group	Number of trainers to be trained	Number of trainers on ERI trainers list
Germany	55	155
Belgium, Netherlands	18	61
Poland, Estonia, Latvia, Lithuania, Finland	21	102
France, Luxembourg	37	123
Greece, Bulgaria, Romania, Cyprus	10	33
Czech Republic, Slovakia, Hungary, Slovenia, Croatia	14	34
Italy, Malta	17	17
Norway, Sweden, Denmark	21	46
Spain, Portugal	29	22
Austria, Switzerland	13	64
Turkey	18	5
United Kingdom, Ireland	51	225

The number of ERI trainers from 1) Belgium and the Netherlands, 2) Poland, Estonia, Latvia, Lithuania, and Finland, 3) France and Luxembourg, 4) Greece, Bulgaria, Romania, and Cyprus, 5) Austria and Switzerland, and 6) the United Kingdom and Ireland exceed the target number of trainees by a factor larger than three. In sharp contrast, the number of trainees aimed for exceeds the number of ERI trainers hitherto identified for Spain and

Portugal, as well as Turkey, while it is even for Italy and Malta. Hence, updates of the list will particularly focus on these countries.

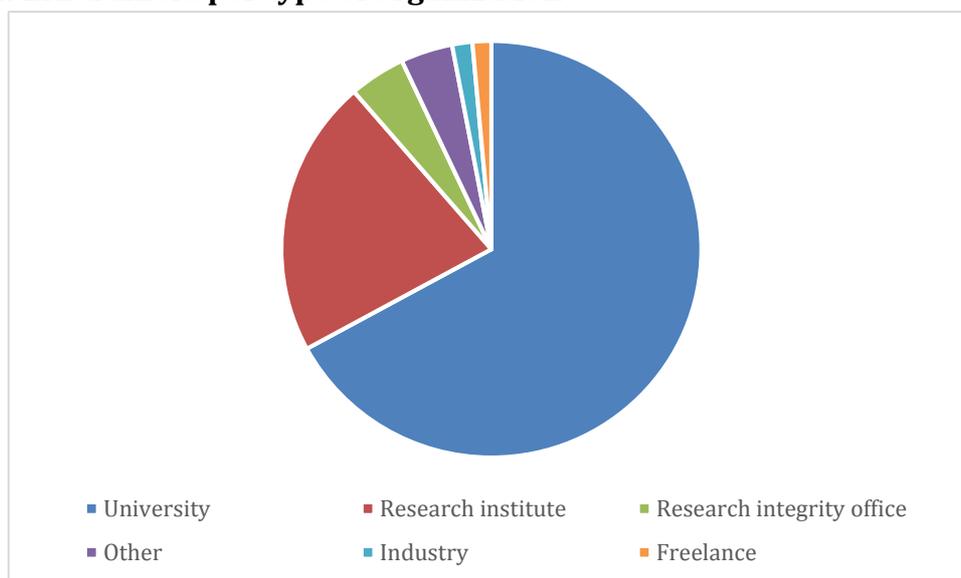
Organizational affiliation of ERI trainers

VIRT2UE aims to train trainers not only from all over Europe, but also from diverse organizational backgrounds. Also, the Embassy addresses everyone seeking to do good science, regardless of geographical location or organizational affiliation. Table 6 gives an overview of the type of organization listed ERI trainers are affiliated to. Figure 2 visualizes the information. In case trainers belong to more than one organization, they have been linked to the organization where they conduct most of their trainings or have institutional responsibility for ERI.

Table 6: ERI trainers per type of organization

Type of organization	Number of trainers on ERI trainers list	Percentage
University	603	67.1
Research institute	194	21.6
Research integrity office	39	4.3
Other	36	4.0
Industry	14	1.6
Freelance	13	1.4

Figure 2: ERI trainers per type of organization



As the table and the figure both show, the vast majority of listed trainers comes from either universities or research institutes. Since many research integrity offices and other organizations, like funding agencies, are primarily connected to universities and research institutes as well, the disbalance in favour of academic institutions relative to industry

and freelance trainers becomes even more pronounced. Therefore, adding trainers from industry in order to promote uptake of the European Code of Conduct for Research Integrity as widely as possible is a focus of upcoming updates of the ERI trainers list.

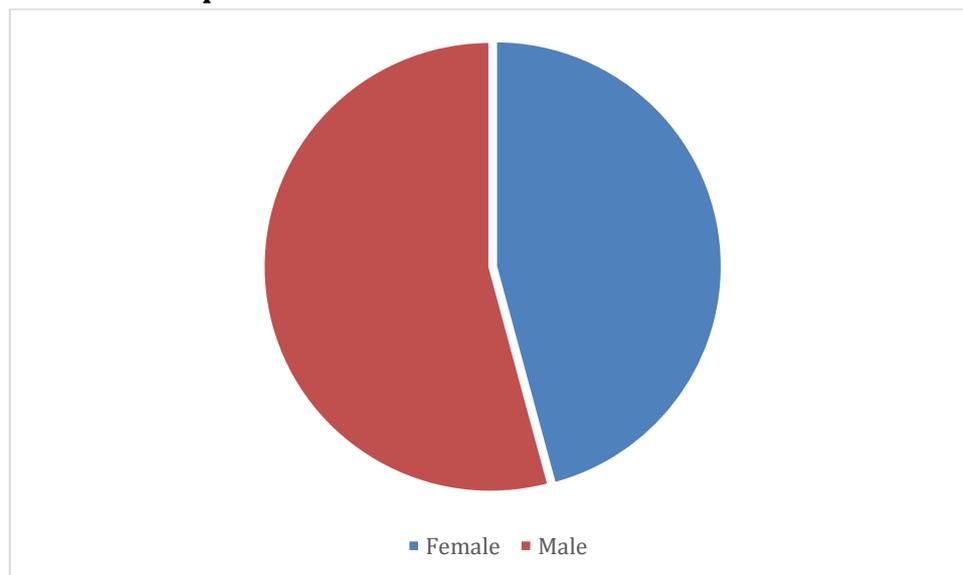
Gender balance

Just like aiming for geographical and organizational diversity, VIRT2UE strives to promote gender equality. Table 7 illustrates the gender balance of the ERI trainers list. Figure 3 visualizes the information.

Table 7: Gender composition of ERI trainers list

Gender	Number	Percentage
Female	412	45.8
Male	487	54.2

Figure 3: Gender composition of ERI trainers list



The gender margin favours males by 8.4 percentage points. Taking into consideration that according to the recently published She Figures (European Commission 2019: 59-60) only 33.4% of researchers in both the higher education sector and the business enterprise sector in the 28 EU member states are female, this gap is relatively small, albeit still significant.

OUTLOOK

As has been foreshadowed in the previous section, upcoming updates of the list will mainly address the following two issues:

- Adding missing data.

- Expanding the list to increase the coverage of currently underrepresented regions and domains.

Missing data will be added by contacting trainers and asking them to provide the needed information when they are invited to join the Embassy. The Embassy will be launched during the WCRI in Hongkong in early June 2019, so that trainers shall be contacted in early summer 2019.

Expanding the geographical and functional scope of the ERI trainers list will primarily be accomplished by drawing on the established networks of consortium partners, advisory board members, and organizations having officially endorsed VIRT2UE. Consortium partners with relevant network ties in underrepresented countries have already been requested to help identifying trainers so as to increase the list's geographical coverage, a request all have committed to abide by. Moreover, members of VIRT2UE's advisory board and an industry organization that has officially endorsed VIRT2UE have been contacted so as to assist identifying and contacting trainers working in industry.

When the list has been updated, a strategy for selecting participants of the face-to-face trainings scheduled to start in spring 2020 will be developed in close collaboration with consortium partners in order to capitalize on their local and regional expertise. The strategy aims to support partners responsible for organizing trainings to find and select trainees that will maximize the impact of VIRT2UE.

Once the missing data has been added, experienced ERI trainers (that is, trainers meeting the narrow definition) will be invited to register for the ERI trainers database, which will be launched via a common European access point in January 2020. After its launch, the database will remain open for new entrants.

Finally, the updated list shall support identifying capacity gaps in currently existing ERI training infrastructures as it allows for determining which countries or regions either lack trainers altogether or where trainings are insufficiently institutionalized. Besides, the list indicates whether certain academic disciplines are better covered than others, that is, whether capacity not only varies among countries, but also within countries.

CONCLUSION

This report has provided information on the ERI trainers list compiled by VIRT2UE, a living document that supports various objectives. Currently, the list comprises 899 entries of trainers, albeit some data are still missing. Importantly, the 899 listed trainers only meet a broad definition of the concept ERI trainer, which excludes training experience as a necessary condition. Therefore, the number of actually experienced

trainers meeting a definition more closely resembling ordinary language is significantly lower.

During the upcoming months the list will be updated so as to increase its geographical and functional scope as well as to add the missing data. Once these measures have been implemented, the list provides a solid base for successfully implementing VIRT2UE's train-the-trainer programme as well as supporting dissemination and community building activities.

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