FREQUENTLY ASKED QUESTIONS

**Marie Skłodowska-Curie Actions
Innovative Training Networks (ITN)**
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CONSORTIUM SET-UP

Q1: **(ETN, EJD, EID) - Can organisations from Third Countries and International Organisations participate in ITN?**

A: Yes. Participation of Third Countries and International Organisations in ITN is possible.

To be considered as a beneficiary Third Countries (TC) are divided into two groups:

1) Those countries listed in the General Annex A of the Work Programme are eligible to receive funding provided that the minimum eligibility requirements of the consortium have been met.

2) For those TCs *not* listed in the above mentioned Annex A of the Work Programme and International Organisations (IO), the funding of these organisations can be permitted in exceptional cases, if endorsed by the expert evaluators and <u>if one of the two</u> following conditions is met:

- the participation is deemed essential for carrying out the action;
- such funding is provided for under a bilateral scientific and technological agreement or any other arrangement between the Union and the country in which the legal entity is established.

Applicants wishing to include organisations from Third Countries not listed in Annex A of the Work Programme or International Organisations in their consortium should <u>focus on demonstrating that their participation is essential for carrying out the proposed project</u>. This will be assessed by the experts during the evaluation.

This will be based on the judgment that the participation of the TC/IO entity in question in the project offers unique benefits to the consortium. These benefits may include, for example, outstanding/unique competence and expertise, access to unique research infrastructures, access to geographical environments, etc.

Q2: **(ETN, EJD, EID) - Can partner organisations in ITN be from the same country as the Coordinator?**

A: Yes, partner organisations can be from any country, any discipline and any sector.

Q3: **(ETN, EJD, EID) - Is there a recommended number of partner organisations in ITN?**

A: No. This will depend on each individual research training programme and on each partner organisation's added value to the programme. Each partner organisation should demonstrate a real and active role in the project.

Q4: **(ETN, EID, EJD) - Does ITN allow for mono-site consortia?**

A: No, this is no longer the case in ITN under H2020. However, mono-site doctoral programmes can now be co-funded under the MSC COFUND action. Please refer to the Work Programme: at:

Q5: (ETN, EID, EJD) - What is meant by academic and non-academic sector?

A: The definition is specific to the MSCA Work Programme. Academic Sector means public or private higher education establishments awarding academic degrees, public or private non-profit research organisations whose primary mission is to pursue research and international European interest organisations as they are defined in Article 2 of the Horizon2020 Rules for Participation. Non-Academic Sector means socio-economic actor not included in the academic sector and fulfilling the requirements of the Horizon2020 Rules for Participation. The non-academic sector typically includes for example industry organisations and business, government, civil society organisations, such as non-profit or charitable organisations (NGOs, trusts, foundations, etc.), cultural institutions, museums, hospitals, international organisations (like UN or WHO), etc. However, the status of the entity is automatically determined by the validation of the PIC number and stated in Part A of the proposal. Please note that information provided in Part B (i.e. list of participants, section 5, …) must be in compliance with Part A.

Q6: (ETN, EJD, EID) - Is non-academic sector participation essential in an ITN proposal?

A: Yes. A meaningful exposure to the non-academic sector is considered essential. As ITN aims to improve the employability of researchers through exposure to organisations in both the academic and non-academic sectors, an essential part of any ITN is the involvement of organisations from different sectors. For EIDs, note that the participation of the non-academic sector as a beneficiary is an eligibility criterion. The quality and degree of involvement of organisations from the non-academic sector will be assessed by the expert evaluators according to the evaluation criteria.

Q7: (ETN, EID, EJD) – Can a network have as beneficiaries only research organisations and companies? How will the PhD degree be awarded?

A: For ETNs yes it is possible that group of beneficiaries are composed of research organisations and companies only. However, in general practically all ITNs have also universities among the beneficiaries and/or partner organisations to make it possible to award PhD degrees.
For 2 beneficiaries EID yes, it is possible. However, a university entitled to award a doctoral degree must be associated to the project as a partner organisation.
For multi-site EIDs, yes, it is possible. However, since EID is a doctoral programme, it is expected that also universities participate at beneficiary level.
For EJD, no, it is not allowed. The participation of 3 beneficiaries which are academic institutions entitled to award doctoral degrees and located in 3 different Member States or Associated Countries is mandatory.
For more details please see the Work Programme and the Guide for Applicants.

Q8: (ETN, EID, EJD) - Can universities not offering doctoral degree programmes apply for ITN (all 3 modes)?

A: Indeed, some universities of applied sciences cannot award doctoral degrees but they do carry out research.

For ETN, such universities may participate as beneficiaries, as long as they recruit, host researchers at their premises and provide research training. In such a case, the fellow may be enrolled in a PhD programme by another academic beneficiary or partner organisation entitled to award doctoral degrees.

For EID and EJD, such universities may also participate. However for EJD they do not count as one of the academic beneficiaries required for the minimum eligibility rules as they are not entitled to award doctoral degrees.

For EID should none of the academic beneficiaries be entitled to award a doctoral degree, a university entitled to award a doctoral degree must be at least associated to the project as a partner organisation.

PROPOSAL – PART A

Q9: (ETN, EJD, EID) - What is the main difference between the ETN, EID and EJD mode?

A: While ETN should be constructed as a joint research training programme where recruited fellows may be enrolled in various local doctoral programmes, EID and EJD proposals should demonstrate a coherent doctoral programme in which all fellows participate. The doctoral programmes should contain all common features as well as mode-specific features as described in the Work Programme, including individualised research projects. The evaluation criteria of EID, EJD and ETN will be applied according to the objectives of the implementation mode in question, which are described in the Work Programme.

Q10: (ETN, EJD, EID) - Can an organisation submit a proposal to each of the three ITN modes?

A: Yes. However, applicants must demonstrate that the scientific and training programme of each proposal must be unique and original to avoid a potential risk of double-funding. In addition, should they receive funding for more than one project, they should demonstrate that they have the capacity to participate in each project to the extent indicated in the proposal.

Q11: (ETN, EJD, EID) - Are re-submissions of previous ITN proposals allowed?

A: Yes. Each proposal shall be evaluated against the 2016 Work Programme evaluation criteria. In the case of proposals that have been submitted in the past 2 years in response to a call for proposals in Horizon 2020, the previous Evaluation Summary Report will be discosed at the consensus stage. If necessary, the evaluators will be required to provide a clear

justification for their scores and comments should these differ markedly from those awarded to the earlier proposal.

Q12:   (ETN, EID, EJD) - Is a Participant Identification Code (PIC) mandatory in form A of ITN during proposal submission?

A: Yes. Every entity applying as a beneficiary must have at least a draft PIC number. If an entity does not yet have a draft PIC number, it can be obtained by following the instructions at:
http://ec.europa.eu/research/participants/portal/desktop/en/funding/index.html

Q13:   (ETN, EID, EJD) - Why is it necessary to select descriptors in the proposal part A during submission of the proposal?

A: The descriptors will play a role in the identification of the most suited experts to evaluate the proposal. To help to select the most relevant descriptors, a document providing a breakdown of each research area into a number of descriptors can be found on the call page on the participant portal:
http://ec.europa.eu/research/participants/portal/desktop/en/opportunities/h2020/topics/2056-msca-itn-2016.html

Q14:   (ETN, EID, EJD) - In line with the MSCA Work Programme definition and according to the Proposal Submission System (SEP), my entity (a museum) is classified as an academic sector entity because it is non-profit research organisation. I believe it should be classified as a non-academic sector entity. What should I do?

A: The legal entity validation is managed centrally for all H2020 beneficiaries. If you believe that the validation is incorrect, the Legal Entity Appointed Representative (LEAR) of the organisation can ask for a correction and changes in the organisation's legal classification through the participant portal.   The access can be found in "My Personal Area" at: http://ec.europa.eu/research/participants/portal/desktop/en/home.html

Q15:   (ETN, EJD, EID) - Project duration is normally 4 years. Are longer or shorter project durations possible?

A: Project duration is limited to a maximum of 4 years. This gives the consortium sufficient time to recruit the fellows and to appoint them for the maximum 36-months period. Shorter durations of the grant agreement are theoretically possible but not recommended since experience has shown that a project duration of 4 years offers the consortium a useful margin for manoeuvre.

Q16: (ETN, EID, EJD) - How/where is it possible to get more information on the Open Research Data?

A: Participation in the Open Research Data pilot for ITN is optional. If the pilot is selected, a data management plan will be required. The decision to participate or not does not affect the evaluation of the proposal. The Data Management Plan guide is is available on the Participant Portal:
http://ec.europa.eu/research/participants/data/ref/h2020/grants_manual/hi/oa_pilot/h2020-hi-oa-pilot-guide_en.pdf

PROPOSAL – PART B

Q17: (ETN, EID, EJD) – What should be included in the Table 1.1 "Work Package List"?

A: The work packages should cover all aspects of the project. Depending on the size of the network, the scientific content can be presented in more than one research work package. Another work package should be dedicated to training. Good practice is to add separate work packages on management, exploitation and dissemination, as well as communication to different target audiences.

Q18: (ETN, EID, EJD) - Should the proposal Section 1 (Excellence) include information about individual research projects or should this be indicated in Section 3?

A: In section 1.1, in the table Work-Package list, you can indicate the ESR involvement. Depending on your project set-up, you may generally describe the involvement of the researcher in a particular work package. Table 3.1.d will provide a more detailed description of the individual research projects. Please ensure consistency between the two tables.

Q19: (ETN, EID, EJD) - How should individual early-stage researcher (ESR) projects be structured and described?

A: ETN should be constructed as a joint research training programme. The individual projects should constitute a collaborative research programme with strong inter-sector and multi-disciplinary components.

Q20: (ETN, EID, EJD) - How should training programme be structured and described?

A: The proposal has to describe the training programme consisting of network-wide and local trainings. Network-wide training (research specific and complementary skills training) should be innovative in content and methods, and contain multidispinary aspects. Applicants should ensure that the network-wide training is accepted at the local level with ECTS recognition

under the umbrella of recognized universities. In addition the fellows may use local trainings since they are typically enrolled in the local PhD programme/doctoral schools. Please follow the Part B proposal template for training and proposal structure.

Q21: (ETN, EID, EJD): Should the list of deliverables distinguish between scientific and management deliverables?

A: Yes, deliverables should be divided into scientific deliverables and management, training, recruitment and dissemination deliverables. They should follow the structure of work packages and their number must be reasonable and commensurate with the Work Package content. They should be spread throughout the project lifetime to allow an adequate monitoring of the progress. Note that during implementation, the submission of these deliverables to the REA will be a contractual obligation to allow an adequate monitoringof project progresses.

Q22: (ETN, EID, EJD) – Is the consortium agreement an obligation?

A: Yes. All ITNs are required to conclude a consortium agreement outlining their cooperation in the project. This agreement should be ready in principle prior to the signature of the grant agreement. The final version must be provided to the REA as a management deliverable during the implementation of the project.

Q23: (ETN, EJD, EID) - Must all partner organisations be involved in the supervisory board in ITN?

A: Yes. The supervisory board will be composed of representatives of all beneficiaries and partner organisations and may also include any other stakeholders of relevance to the training programme, including those from the non-academic sector. It is also considered best practice to include a representative from among the recruited ESRs.

Q24: (ETN, EJD, EID) - Are external representatives (referred to as "any stakeholders") in the supervisory board compulsory in an ITN proposal?

A: No. The participation of external stakeholders (e.g. future employers) in the supervisory board is not compulsory. However, such an involvement of external stakeholders can be very beneficial as they can bring added value to the supervision of the training programme.

Q25: (ETN, EID, EJD) - What is meant by "Independent Research Premises" in the table under section 5 "Participating Organisations" of Part B of the proposal?

A: The principle is that each beneficiary must have dedicated premises – own or rented – to host the fellows, e.g. a newly established campus company/university spin-off that neither owns nor rents premises would not be considered to have independent research premises. Partner organisations hosting secondments should demonstrate to have independent dedicated premises as described above.

Q26: (ETN, EID, EJD) - What is the minimum font size which would apply to tables and footnotes in the application?

A: Tables should ideally be in a uniform font to best relay the information intended. However, some tables and illustrations may contain text in different fonts and font sizes. For the Gantt chart and tables, the font size chosen must be clearly legible by the expert evaluators. The minimum font size is therefore 8 points. Literature references should be listed in footnotes, font size 8.

Q27: (ETN, EID, EJD) - Is there a template for the letter of commitment?

A: Letters of commitment are needed from all partner organisations. There is no template for the letters of commitment. The partner organisation should describe their commitment to the additional research and transferable skills training and/or secondment opportunities they will provide as described in the proposal. The letter should demonstrate the real and active participation of the partner organisations in the proposed network. In both cases, letters should be signed by the legal representative of the organisation.
For EJD letters of commitment must also be included for each beneficiary that would award the doctoral degree. For more information please see Annex 4 point 2 of the Guide for Applicants.

Q28: (ETN, EID, EJD) - How can the concept of "Open Science" be addressed in an ITN proposal / project?

A: Open Science refers to moves towards achieving more open access to research data and results, as well as to strengthening research integrity among members of the research community. ITN projects could offer training on the use of open access, and seek to ensure that the results, data and publications produced by the project are available in Open Access repositories. ITN projects should also ensure that procedures are in place to promote and manage the issue of research integrity within the project consortium. Training on research integrity and ethics should also be provided.

PROPOSAL EVALUATION

Q29: (ETN, EJD, EID) - Are the independent experts evaluating the proposals allowed to read excess pages?

A: No. The independent experts are instructed to disregard any pages over the 30-page limit for sections 1 to 3 of part B of the proposal. The page limit rule is clearly explained in the Guide for Applicants and will be strictly enforced.

Q30: (ETN, EJD, EID) - Will the evaluation of the EID and EJD differ from that for ETN modes?

A: All EID and EJD proposals will be evaluated by experts in the scientific field(s) of the proposal like in ETN. In all cases, the evaluation criteria will be used by the experts according to the implementation mode as indicated in the Work Programme. EID and EJD proposals will be ranked in two separate panels, since there is a specific budget allocation for these two implementation modes in the Work Programme. Therefore, EID proposals will only compete against each other and not against ETN or EJD proposals. The same principle applies to EJD proposals. ETN proposals are ranked according to the scientific panel.

Q31: (ETN, EJD, EID) - What is meant by operational capacity assessment during the evaluation?

A: Operational capacity assessment is carried out during the evaluation. The experts will assess whether each participant has the operational capacity (such as Staff: n. of employees and qualifications, Premises: facilities and equipment) to carry out the tasks allocated to them, based on what is presented in the proposal. Information contained in the table "Data for non-academic beneficiaries" and Section 5 in the proposal Part B (Participating Organisations) will be assessed in this context. The applicants are advised to fill in these data completely and accurately in order to ensure a proper assessment. In case the experts determine that a particular entity does not have the operational capacity to implement a project, the proposal will be evaluated excluding the participation of that entity.

BUDGET

Q32: (ETN, EJD, EID) - Are applicants required to indicate the amount of the estimated EU contribution in the ITN proposal?

A: No. The EU contribution will be automatically calculated from the recruitment information provided in Part A of the proposal.

Q33: (ETN, EJD, EID) - What happens if more researcher-months are requested than the maximum indicated in the ITN Guide for Applicants?

A: For MSCA funding**,** the 540 person months is the upper limit which may not be exceeded in ETN, EJD and EID with a minimum of 3 beneficiaries, while 180 person months is the upper limit for EID with two beneficiaries. If the proposal contains person months in excess of these limits, the applicants run the risk of negatively affecting the evaluation of their proposal in the absence of a clear indication that own sources will be used to finance the excess person months.

Q34:   (ETN, EID, EJD) – How is the 40% rule calculated?

A: All ITN proposals, except for EID with only two beneficiaries, should take into account that no more than 40% of the total EU financial contribution may be allocated for the benefit of organisations within one country.

Q35:   (ETN, EJD, EID) - How will the ITN call budget be distributed?

A: The call budget distribution is indicated in the relevant Work Programme. EID and EJD proposals will be ranked in two separate lists since there is a specific budget allocation indicated in the Work Programme. For ETN, the proposals are ranked under eight major panels (areas of research). The budget for ETN is allocated to each of these panels in proportion to the number of eligible proposals submitted to the panel.

Q36:   (ETN, EJD, EID) - Is the EU contribution calculated the same way for EID and EJD compared to ETN mode?

A: Yes. All researcher unit costs (monthly living allowance, mobility allowance, family allowance) and institutional unit costs (research, training and networking costs, management and indirect costs) are calculated in the same way for the three modes.

Q37:   (ETN, EJD, EID) - Can partner organisations in ITNs be reimbursed for the costs of training and/or hosting of seconded researchers?

A: Yes. Costs incurred by partner organisations can be reimbursed by a beneficiary. The costs are then covered by the EU contribution under the cost category relevant for the activity/ies carried out by the partner organisations.

Q38:   (ETN, EJD, EID) - Are the costs related to face to face meetings, joint workshops between doctoral candidates and their supervisors (like travelling) eligible?

A: Yes. These costs can be covered by the institutional unit cost "Research, Training and Network Costs". For more details, please see the Guide for Applicants.

Q39: (ETN, EID, EJD) – How will be Management and indirect costs distributed between the beneficiaries?

A: The unit costs related to management and indirect costs are calculated based on the units declared by each beneficiary. The beneficiaries may agree to redistribute this budget category within the network according to their needs. As this is the internal decision of the network no information or request has to be submitted to the REA. Therefore, it is possible that e.g. the coordinator will receive a larger share of management and indirect budget to cover its higher managerial expenses. It is advisable to address this issue already at the proposal stage with the administrators of all beneficiaries in the project and eventually address it in the Consortium Agreement if applicable.

Q40: (ETN, EID, EJD) - What is the role of invited visiting researchers mentioned in 4.1 of the "Guide for Applicants"? How can their related costs be reimbursed?

A: Visiting researchers, who are outstanding researchers in their field, typically may provide specific training to the researchers, contribute to summer schools, share their experience, etc. Regarding the reimbursement their costs can be covered by the institutional Research Training and Networking cost category.

RECRUITMENT

Q41: (ETN, EJD, EID) - Can Experienced Researchers be recruited in ITN?

A: No, only Early Stage Researchers are eligible in all ITN modes: ETN, EID and EJD in H2020.

Q42: (ETN, EJD, EID) - Has the definition of Early-Stage Researcher (ESR) changed from FP7 to H2020?

A: No, the definition of Early-Stage Researchers (ESR) has not changed. ESRs shall, at the time of recruitment by the host organisation, be in the first four years (full-time equivalent research experience) of their research careers and have not been awarded a doctoral degree. Full-time equivalent research experience is measured from the date when the researcher obtained the degree entitling him or her to embark on a doctorate, (either in the country in which the degree was obtained or in the country in which the researcher is recruited) even if a doctorate was never started or envisaged. Part-time research experience will be counted pro-rata.

Q43: (ETN) – Can an organisation participate in the consortium without recruiting a fellow in an ETN?

A: Yes, they can participate as a partner organisation. All beneficiaries must recruit at least one fellow.

Q44: (ETN, EID, EJD) - Is it possible in an ITN action that a third party hires the fellows on behalf of the beneficiary?

A: In H2020 MCSA there are no third parties to the grant agreement. It must be the beneficiary that gives the employment contract to the researchers and there are no exceptions to this rule.
The beneficiary must recruit, host at its premises and provide training to the researchers.

Q45: (ETN, EID, EJD) - Shall the beneficiaries provide full-time contracts to the researchers?

A: As a rule the researcher must be recruited under a full-time employment contract. Part-time employment must be agreed in advance by the REA and can be accepted:
- subject to prior approval by the Agency
- on personal or family grounds only and
- not for professional reasons.

Q46: (EJD, EID) - Is it mandatory to appoint fellows for the maximum 36-month period under the -EID and the EJD modes?

A: Although not mandatory, these modes are designed to fund doctoral research programmes and therefore Early-Stage Researchers are generally be appointed for the maximum 36-month period. Shorter appointments (the minimum duration is 3 months) would have to be carefully explained and justified and would be assessed by the expert evaluators during the evaluation procedure.

Q47: (EJD, EID) If EID and EJD are doctoral programmes. Why can Early-Stage Researchers only be appointed for a maximum of 36 months when many will take longer than this to complete their PhDs?

A: In those countries where the duration of PhD study is formally 4 years, additional funding from other sources should be secured by the participant in order to fund the 4th year of doctoral studies. In those cases the applicants should indicate their commitment to fund the 4th year.

Q48: (ETN, EID, EJD) - What is the definition of the date of recruitment and how does the mobility rule apply to it?

A: 'Date of recruitment' normally means the first day of the employment of the researcher for the purposes of the action (i.e. the starting date indicated in the employment contract/equivalent direct contract). The Agency may however exceptionally accept a different date, if it is linked to the recruitment and justified (e.g. by differences in the employment procedure in the country of recruitment).
It has to be kept in mind that it is the beneficiary who is finally responsible versus the REA for verifying the eligibility rules and has to ensure that sufficient evidence of eligibility is kept for any potential check or audit.

Q49: (ETN, EID, EJD) - How is the family status taken into account during the recruitment and is it possible to modify it in the course of the project (e.g. if a researcher has a child)?

A: Family is defined as persons linked to the researcher by (i) marriage, or (ii) a relationship with equivalent status to a marriage recognised by the legislation of the country where this

relationship was formalised; or (iii) dependent children who are actually being maintained by the researcher. The family status of the individual ESR is determined at the time of recruitment and cannot be changed during the lifetime of the project.

Q50: (ETN, EID, EJD) - Is it compulsory for the ESRs enrolled in a PhD to defend their thesis within 3 years?

A: No. In EID and EJD the researchers must be enrolled in the doctoral programme. In case of EJD it shall be a joint doctoral programme leading to the award of joint, double or multiple doctoral degrees. However, in cases when a doctoral degree is awarded after 3 years or even after the end of the project the REA may check if the commitment to provide doctoral training was fulfilled.

SECONDMENTS

Q51: (ETN) - Are secondments important in ETN mode?

A: Yes. Secondments are expected. Secondments can contribute to the inter-sector experience and may also contribute to the multi/inter-disciplinary experience of the researchers. They will be assessed by the expert evaluators under the criterion "excellence". Secondments can only be to other beneficiaries or partner organisations and may not, however, exceed 30% of a fellow's recruitment period.

Q52: (EID, EJD) – Does the 30% rule apply to EID and EJD?

A: No. EID and EJD proposals can plan secondments. However, the limitation of secondments to 30% of the recruitment period does not apply to EID and EJD insofar as time spent at other participating organisations occurs in line with what described in the proposal.

Q53: (ETN, EID, EJD) - Is it possible to arrange secondments to partner organisations in the same country where the PhD is hosted?

A: Yes, it is. However, international secondments are strongly encouraged in ITN.

EUROPEAN JOINT DOCTORATES (EJD) / EUROPEAN INDUSTRIAL DOCTORATES (EID)

Q54: (EJD, EID) - Will it be checked whether the doctoral degree has actually been awarded in EID and EJD modes?

A: Fellows recruited under EID and EJD must be enrolled in the doctoral programme and are expected to complete their studies and for EJD receive the joint, double or multiple doctoral

degrees. For EJDs, a formal commitment to award joint/double/multiple doctoral degrees is required in the proposal. Since the doctoral degree may be awarded after the EID or EJD project has finished, it may not be feasible in all cases to check during the project lifetime as to whether the final degree was actually awarded. However, such checks may take place after the conclusion of the project.

Q55: (EJD) - Is it necessary that the joint doctoral degree is accepted in all countries involved in an EJD project?

A: No. The joint doctoral degrees awarded within EJD shall be recognised by the countries awarding the joint/double/multiple degree.

Q56: (EJD) - Is there a recommended amount of time that each fellow has to spend in each institution?

A: No. The Work Programme does not specify how much time the fellows have to be hosted at each institution for EJDs. The hosting arrangements for every fellow have to be described in Annex I.

In EJDs the creation of a joint governance structure with joint admission, selection, supervision, monitoring and assessment is mandatory. One of the evaluation criterion is the quality of the joint supervision of the fellow and it is therefore expected that the institutions providing the joint degree have an active role in the supervision, monitoring and training of the fellows for a meaningful period of time.

Q57: (EID) - In a 2 partner EID can the academic beneficiary, not awarding doctoral degrees, be a research institution?

A: Yes. It is possible. If the academic beneficiary is not entitled to award a doctoral degree, a university entitled to award a doctoral degree must be associated to the project as a partner organisation. However, the obligation of the beneficiary to recruit, host and train the researcher remains unchanged. Since the ESR's enrolment in a doctoral programme is a requirement for EID, the proposal will have to clearly describe the role of each participant in the programme.

Q58: (EID) - In EID is it possible that only one Beneficiary (academic or non-academic sector) recruits all ESRs throughout the whole duration of the project?

A: Yes, this is possible, however please keep in mind that the other beneficiary/ies which is/are not recruiting must still have a meaningful role in the consortium (assessed by the experts according to the evaluation criteria) by appointing a supervisor, and providing hosting, training for the fellows. The arrangements in the consortium must be made keeping in mind the obligation of hosting and training the ESRs for at least 50% of their time in the non-academic sector and the inclusion of the fellows in the doctoral programme.