



Background note

DEMOGRAPHIC CHANGE - WHAT IMPLICATIONS AND OPPORTUNITIES FOR EUROPE'S R&I SYSTEMS 2050

Workshop 10th September 2025
09.30-12.30 CET

Roadmapping Workshop

Aim

This workshop aims to identify policy actions to seize the opportunities and mitigate the challenges of demographic change for Europe's R&I system.

Flow

Participants will be divided into four subgroups, each focusing on one of the predefined dimensions of demographic change for Europe's R&I ecosystem:

- The effects on (tertiary) education systems,
- Interactions between the R&I ecosystem and related markets,
- Impact on R&I funding,
- Socio-spatial implications.

Within their assigned dimension, the subgroups will brainstorm and propose policy actions related to challenges and opportunities identified through the previous steps of the project.

The workshop will include:

- Introduction to the challenges and opportunities along with the roadmapping template,
- a session dedicated to identifying key policy actions,
- a session for highlighting key findings from the group work.

The key activities during this workshop should encompass proposing new policies, public campaigns, research, and other initiatives. It's also crucial to identify key stakeholders and the resources needed to implement these activities. Additionally, discussions should cover essential educational needs for shifting societal and public perceptions, as well as job market considerations, including how employers can both find talent and foster innovation through new roles and solutions.

Simplified Roadmapping Workshop Structure (3h)

Activity	Description	Time
Introduction	Introduction to the project.	9:30 – 9:45
Roadmapping, between challenges and opportunities	Participants familiarise themselves with the list of challenges and opportunities divided into four predefined dimensions, ensuring that they have a consistent understanding of it.	9:45 – 10:00
Hunting for key actions	Each group discusses key actions in response to the challenges and opportunities, and how to implement them.	10:00 – 12:00
Highlights from the group work	Presentation of group work results & wrap-up.	12:00 – 12:30

Tools

Participants will use roadmapping templates (see below) and the Miro boards.

Template

Dimension:			
Challenge	Key actions	Key stakeholders	Key resources
1.			

Level of urgency:			

Dimension:			
Opportunity	Key actions	Key stakeholders	Key resources
1.			
Level of urgency			

Supporting questions:

1. What new R&I policies, regulations, or legislative changes are needed to respond to the opportunities and challenges posed by demographic change to Europe's R&I systems?
2. What actions or social campaigns can change public perception and behaviours?
3. What framework actions can be taken to fully harness the evolving R&I landscape, such as social, cultural, creative, artistic, economic, financial actions?
4. Other