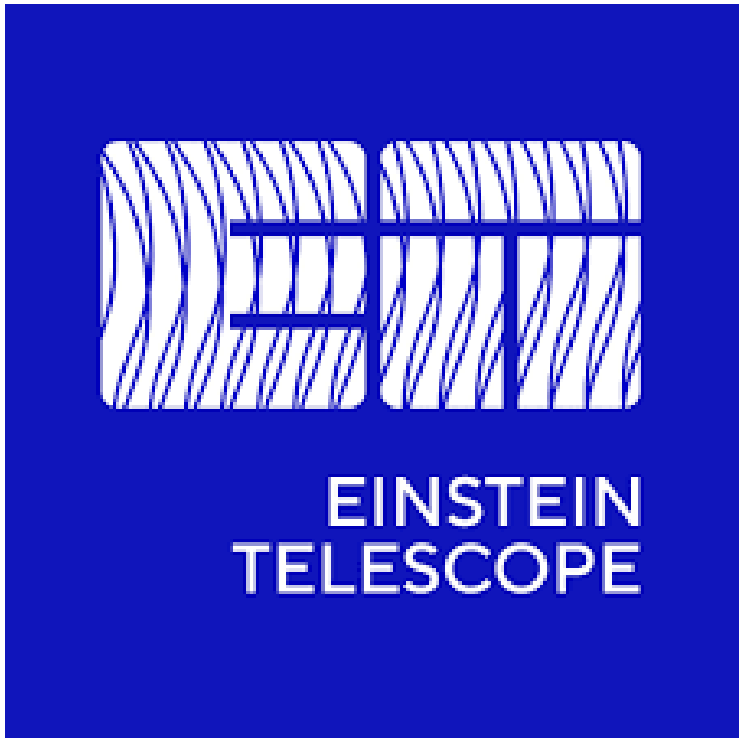


ET-PP

Preparatory Phase for the Einstein Telescope Gravitational Wave Observatory

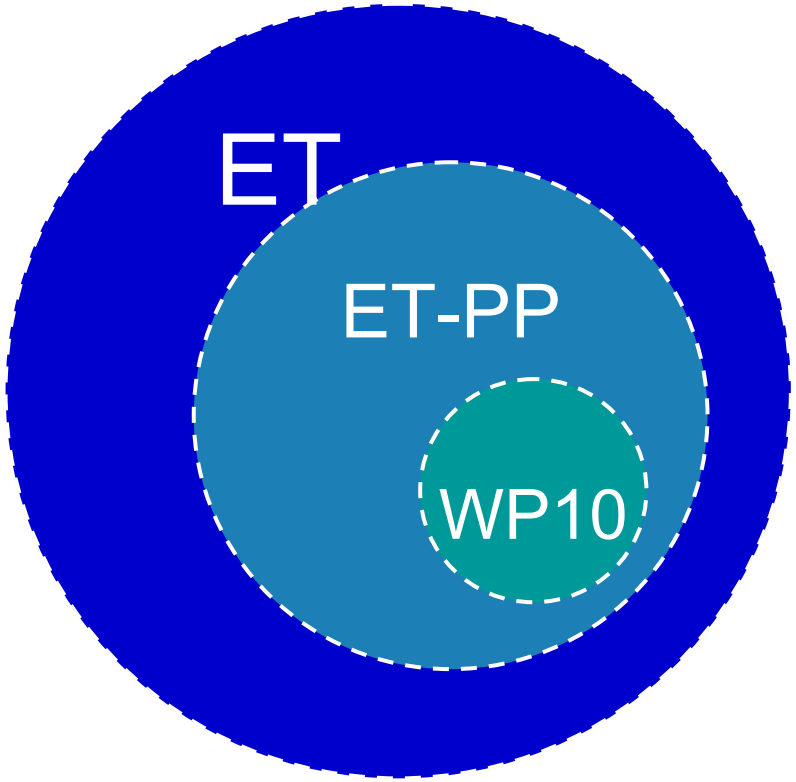
WP10: Early-Career Scientist Mentorship and Training Programme

Martin Hendry, University of Glasgow, UK

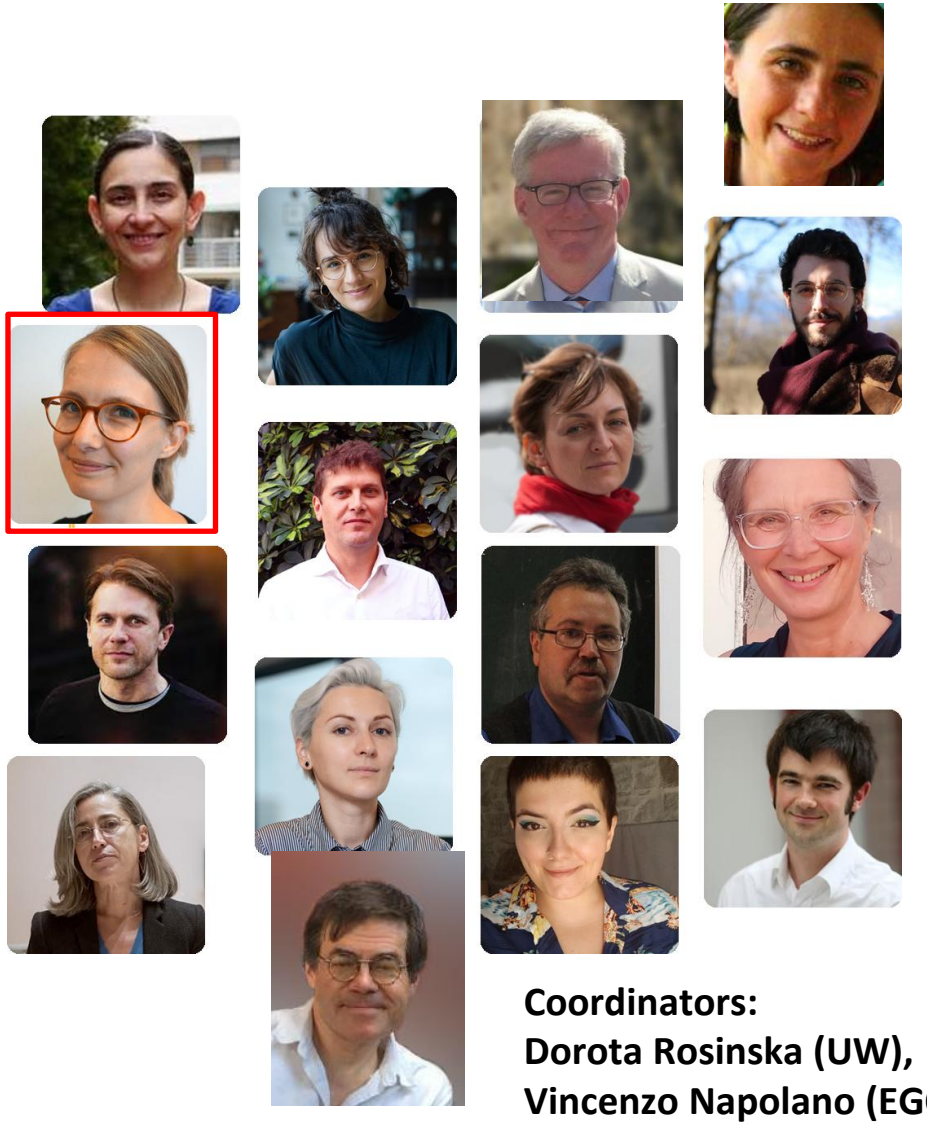
on behalf of the WP10 team

Einstein Telescope

MEET THE TEAM



~20
people contribute



Einstein Telescope Preparatory Phase WP10:
Education, Outreach and Citizen Engagement

Coordinators:
Dorota Rosinska (UW),
Vincenzo Napolano (EGO)

WP10 deliverable D10.5: Develop ECR mentorship and training programme

Co-ordinators: M. Hendry; M. Biesiada, G. Koekoek, S. Rieger, D. Rosińska

Overview of progress + milestones: Jan 2025 – May 2026

- Gathered information on **similar MTPs**, across GW community and beyond
- Met with leadership of **LECS** (LISA)**, LAAC, GWECS, especially ET ECSC**
  → *advisory group of ECRs* → ***"Mentorship and Training Council"*** *(MTC)*
- Interacted with EC scientists at **LVK, Amaldi, ET Symposium + ETPP Meeting**
- Conducted **mentimeter surveys** of EC scientists in **Bologna, Glasgow.**
  → *Broadly consistent results from each – with some **clear views / needs identified***

- Conducted **google survey** on ET community **training needs + opportunities**
- Launched **pilot mentoring programme**, running **Apr-Oct 2026**
- Completed **draft report**, awaiting **internal review**

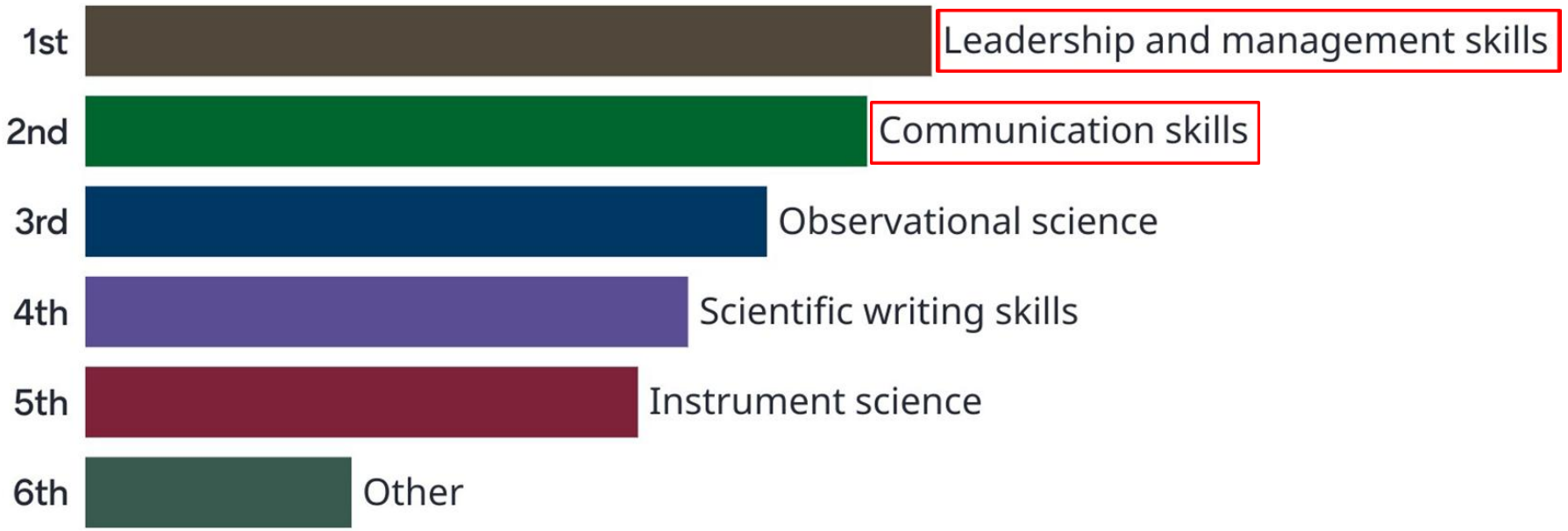
What we have learned:

- Lots of activity/good practice, involving both **mentorship** and **training** aspects

Key Observations

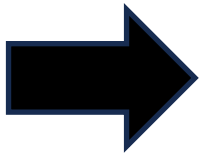
1. Avoid **repetition**/**duplication**
2. **Broaden scope** beyond ECRs
3. Build upon **what already works**!

Which of these skills should the ET MTP prioritise in its first phase?



What we have learned: Mentorship

- Lots of activity/good practice, involving both **mentorship** and **training** aspects



Key Observations

1. Avoid **repetition**/**duplication**
2. **Broaden scope** beyond ECRs
3. Build upon **what already works**!

- Existing mentorship schemes such as LECS provide successful model, with many resources created and key questions about structure and approach addressed.

- Pilot **mentoring programme** launched in **March 2026**
  - modelled closely on **LECS** and **Virgo programmes**
  - open call for mentors (**23**) and mentees (**28**)
    MTC overseeing mentor-mentee pairings; kick-off meeting **25th March**.
  - pilot will run for 6 months followed by **evaluation** and **report**.

From kick-off presentation, 25th March

BACKGROUND AND MOTIVATION

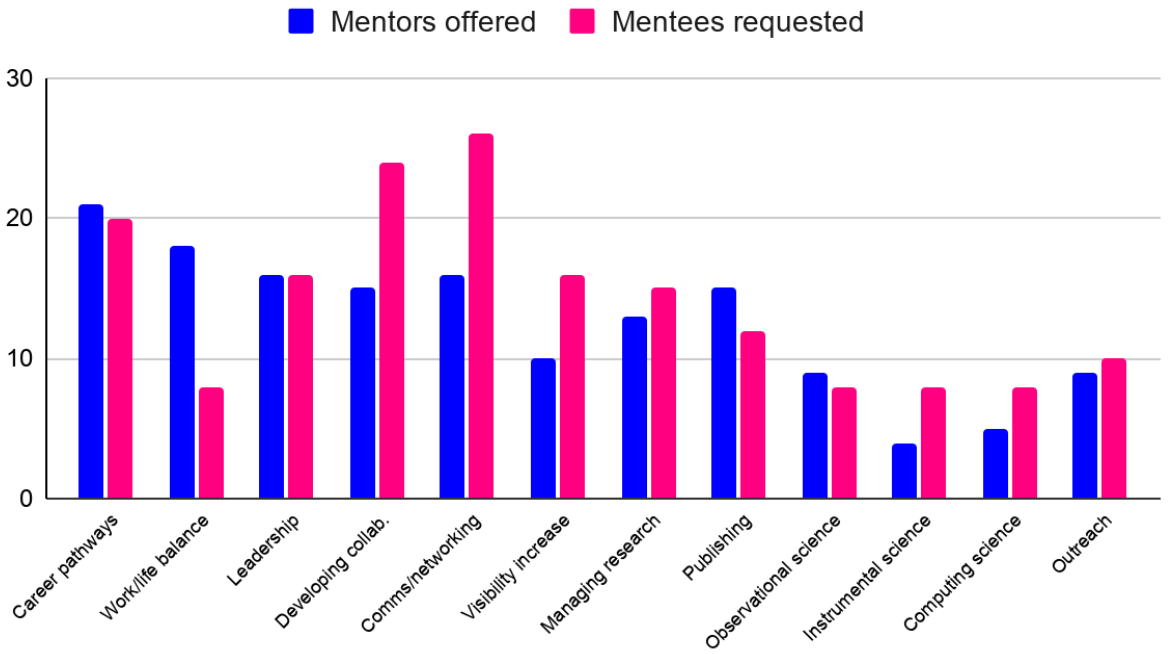
We are launching a **pilot mentorship programme** for the Einstein Telescope community (ETC) which aims to provide help and guidance for early career ETC scientists, engineers and other professionals, helping them to navigate the complex environment of a large consortium.

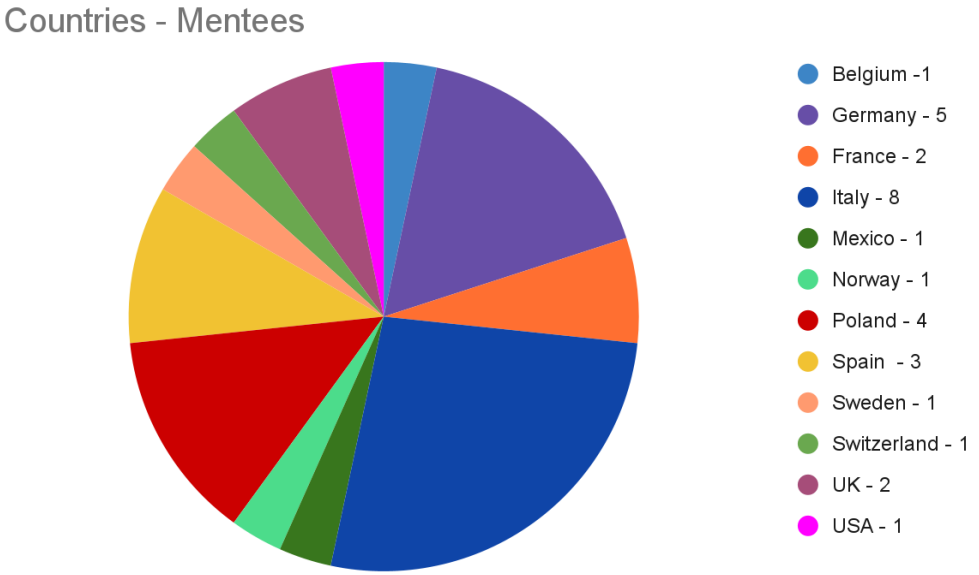
The objectives of the ETC mentorship programme are to:

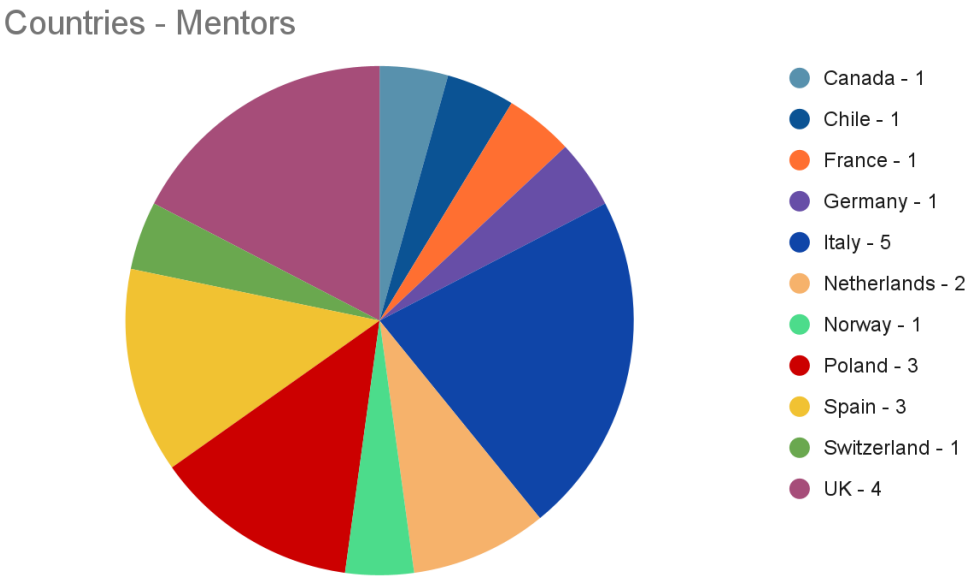
- Provide one-to-one mentorship support for early career members of the ETC.
- Share resources and advice on opportunities for professional development and personal growth.
- Connect and provide a support network for early career colleagues within the ETC.
- Promote and foster a generally open and inclusive environment within the ETC.

PILOT DEMOGRAPHICS

- Roughly even split between observational / instrument scientists amongst both mentors and mentees
- Mentors: 16 male, 5 female, 2 preferred not to say
- Mentees: 16 male, 13 female, 1 preferred not to say
- Two applications to be both mentor and mentee
- Good match between topics offered by mentors and requested by mentees.







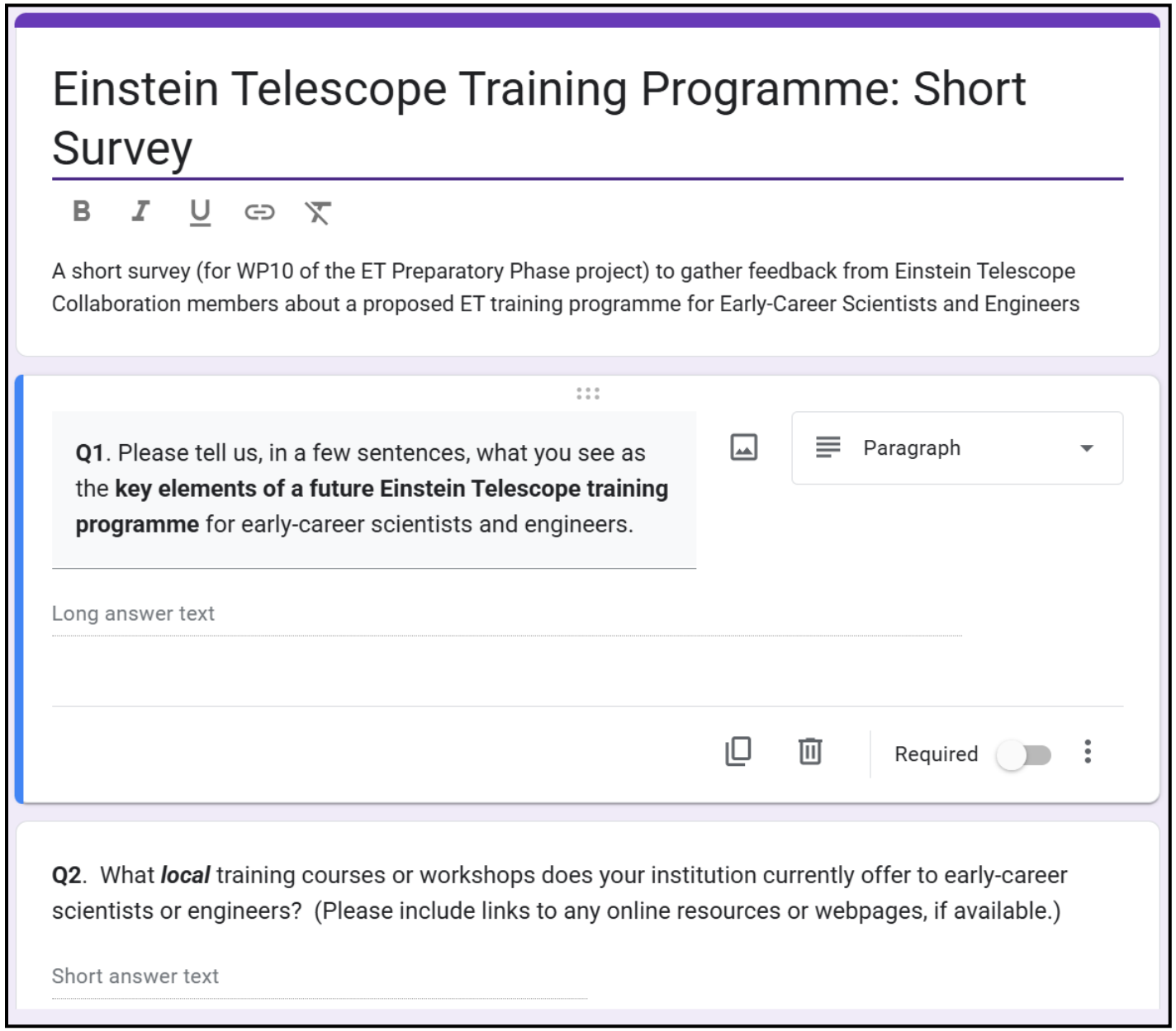
In autumn 2025 we circulated a **Google forms** survey to **et-all**

https://forms.gle/39dnwgex9g7nhnnY6

Aims: to gather views on:

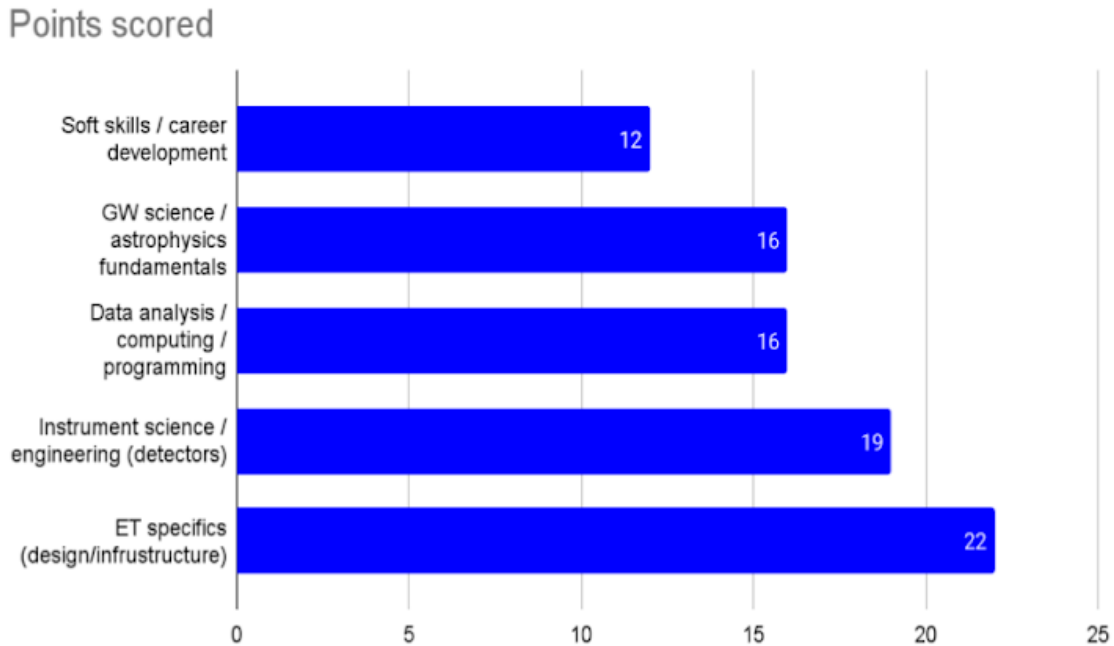
- future ET training needs
- current local training provision
- are there opportunities to extend local training across ETC?

Total of 40 responses received



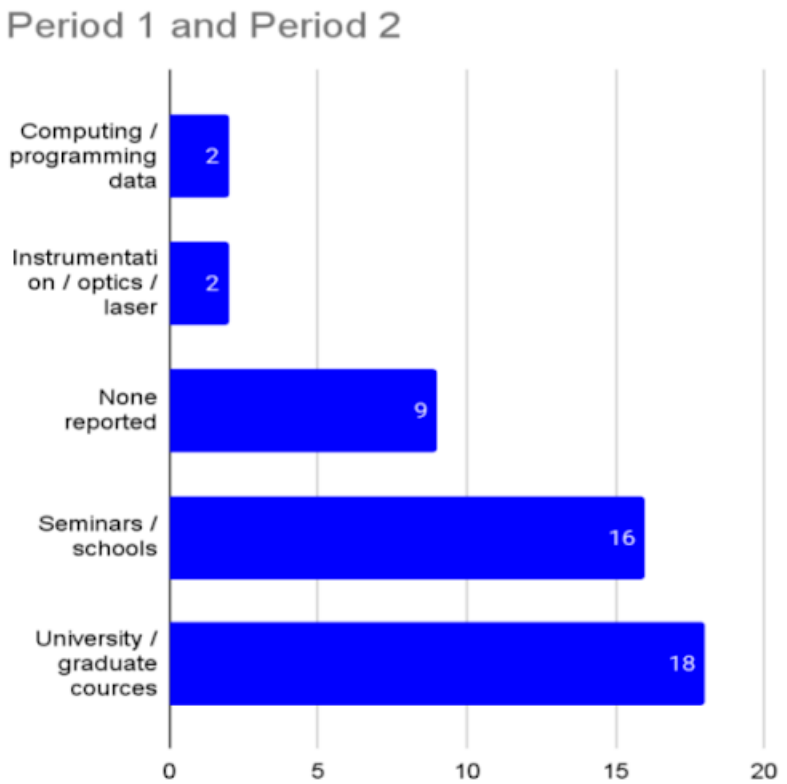
Q1. Please tell us, in a few sentences, what you see as the key elements of a future Einstein Telescope training programme for early-career scientists and engineers.

- Blended format is repeatedly requested (online modules + hands-on workshops) (20/39).
- Strong demand for instrument & detector training alongside science (19/39).
- Data analysis, software and programming skills appear as a core need (16/39).
- Many respondents ask for ET-specific context (design, subsystems, infrastructure, roadmap) (22/39).
- A non-trivial share mention soft skills (project work, collaboration, communication) (12/39).



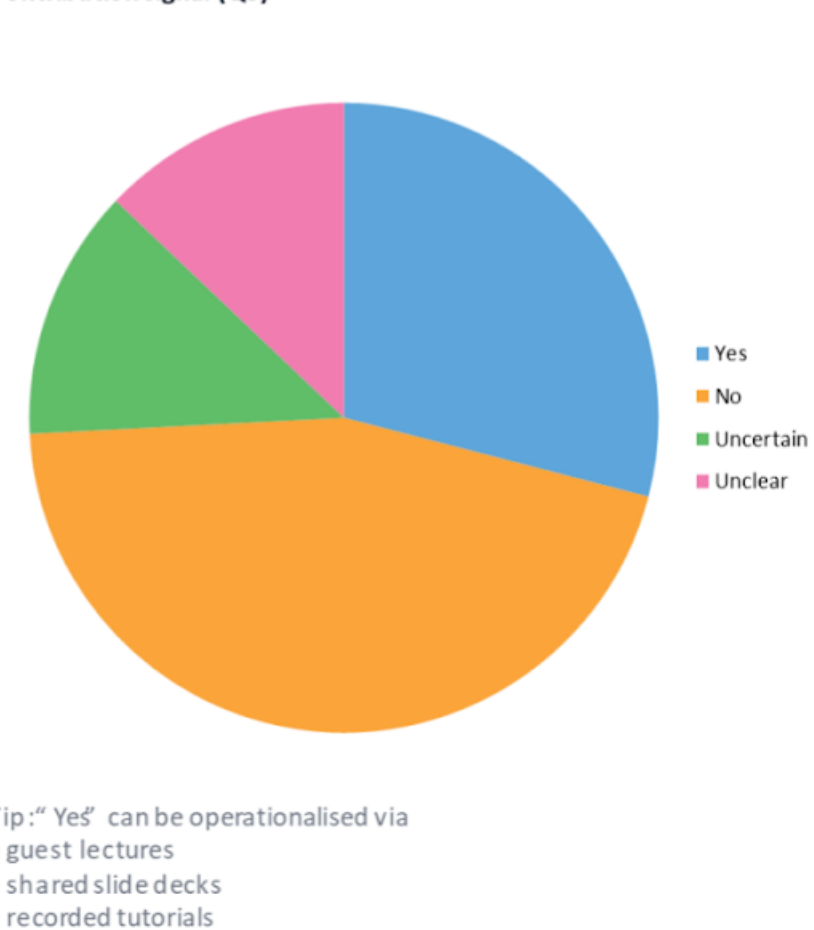
Q2. What local training courses or workshops does your institution currently offer to early-career scientists or engineers?

- Availability is uneven: some institutions report no local courses (9/35).
- Most mentions refer to university/graduate teaching and general courses (18/35).
- Seminars, colloquia and (summer) schools are common building blocks (16/35).
- A recurring implicit need: make offerings discoverable (shared catalogue / central calendar / access rules).



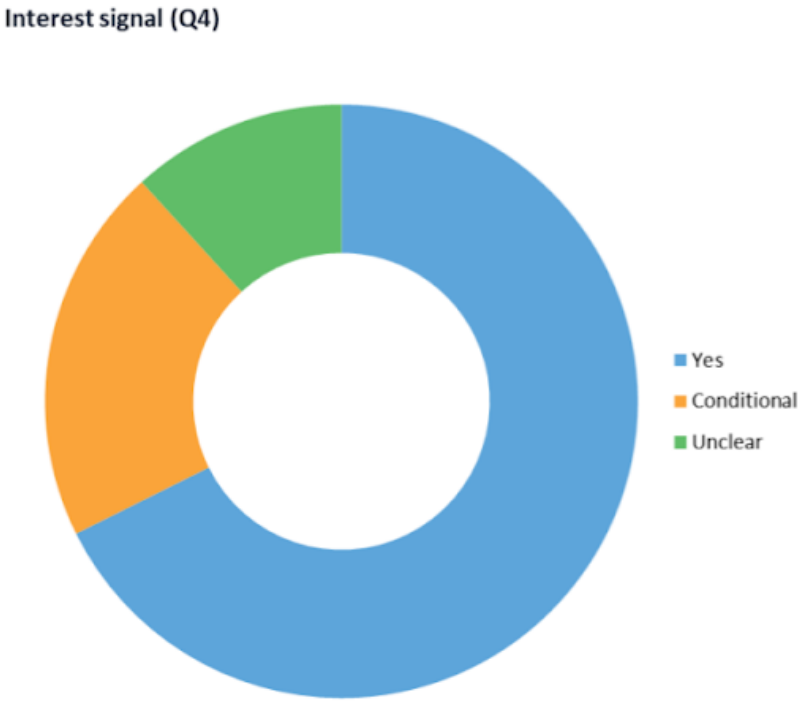
Q3. Could any of the local training courses or workshops currently offered by your institution be made available to other ETC members?

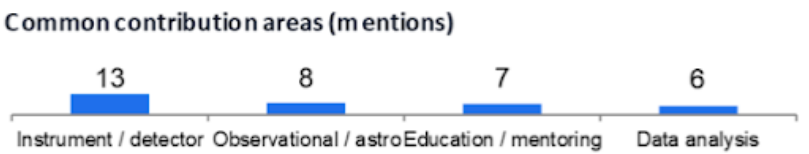
- Clear “yes” exists, but responses are mixed: Yes 9, No 14, Uncertain 4, Unclear 4 (base 31).
- When people say “yes”, they typically propose sharing existing lecture material, seminars, or commissioning / operations know-how.
- When people say “no” or “uncertain”, the most common reasons are: internal-only courses, unclear ownership, or limited capacity.



Q4. Would you (or members of your ETC group) be interested in providing future training opportunities (e.g. lectures, workshops, practical activities) for the Einstein Telescope Collaboration?

- Interest is strong overall: Yes 23, Conditional 7, Unclear 4 (base 34).
- Most frequently offered areas: instrument science / detector R&D (13/34), observational science (8/34), and education/mentoring (7/34).
- Common constraints: capacity/time, need for clearer scope (“what exactly is needed?”), and preferred formats (remote vs. in-person).
- Good “starter” contributions: one-off lectures, hands-on lab sessions, code tutorials, mentoring circles.





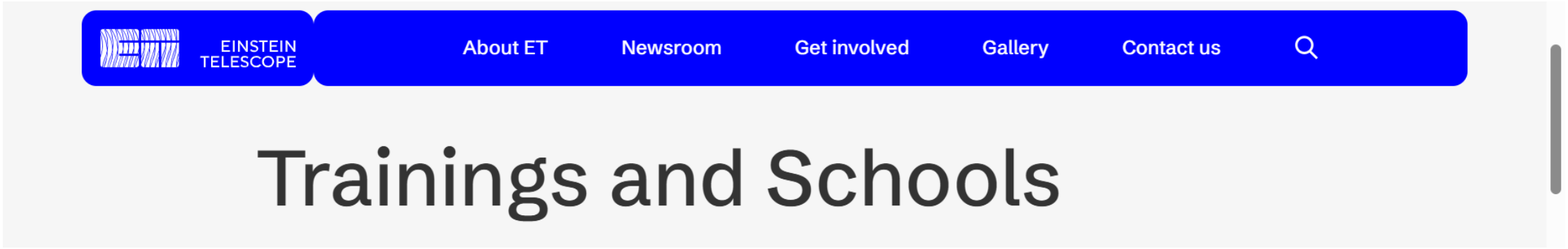
What we have learned: Training

- Lots of activity/good practice, involving both **mentorship** and **training** aspects

Key Observations

1. We can already curate/promote **existing training opportunities**
2. This will lay foundations for **future training networks**

https://einsteintelescope.eu/trainings/



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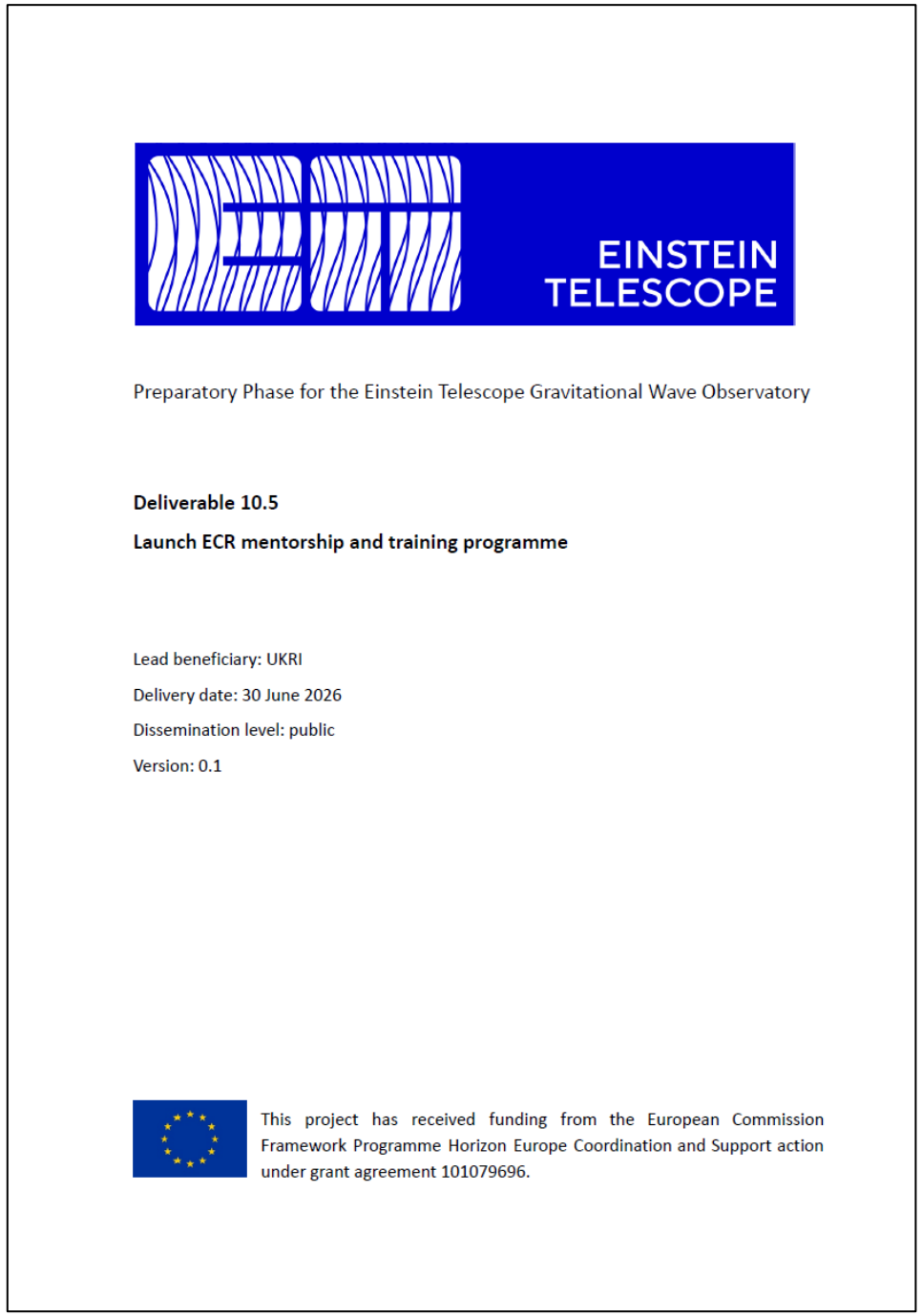

Final report drafted and awaiting internal review

For both **mentoring** and **training** topics, report summarises our WP10 methodology and activities:

i. **Screening**: collecting existing good practice within and beyond the GW community.
ii. **Scoping**: elaborating the skills and knowledge that ECRs should acquire through mentorship and training activities.
iii. **Assessing** the willingness of institutions and/or individual members of the ET community to host or otherwise provide mentorship and training activities.
iv. **Piloting**, as appropriate, mentorship and training activities within the ET community.
v. **Summarising** the findings and recommendations emerging from the above.

Internal reviewers welcome!