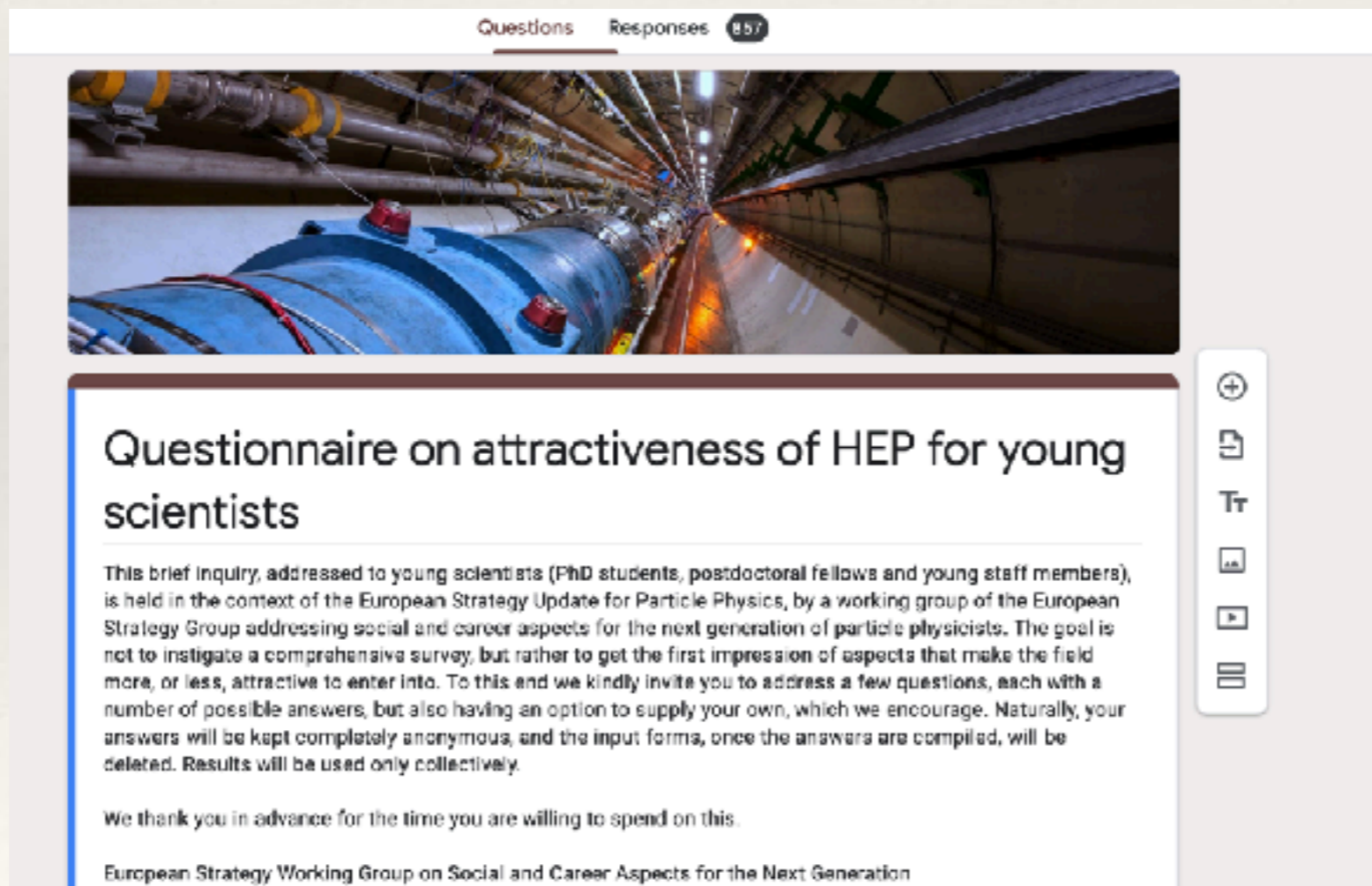

Social and Career Aspects for Next Generation

- ◆ Working group as part of European Strategy Update
- ◆ A variety of inputs,
 - ▶ eg. ECFA study on recognition of individuals in large collaborations
 - ▶ yHEP initiative in Germany
 - ▶ Survey: CERN Impact on Young People's Careers Outside HEP
 - ▶ Diversity charter, activity between ECFA-APPEC-NuPECC
 - ▶ ...
- ◆ WG put out a survey among young scientists, not for thorough statistics, but to give impression, and to explore variety of views


Survey

- ◆ About 850 respondents
- ◆ For questions multiple answers were possible
- ◆ It was also possible to add answers to the question, and to give additional comments



The screenshot displays a survey interface with a top navigation bar showing 'Questions' and 'Responses' with a count of '857'. Below the navigation bar is a large image of a particle accelerator tunnel. The main content area features the title 'Questionnaire on attractiveness of HEP for young scientists' and a detailed introductory text. To the right of the text is a vertical toolbar with icons for zooming, copying, translating, and other actions.

Questions Responses 857



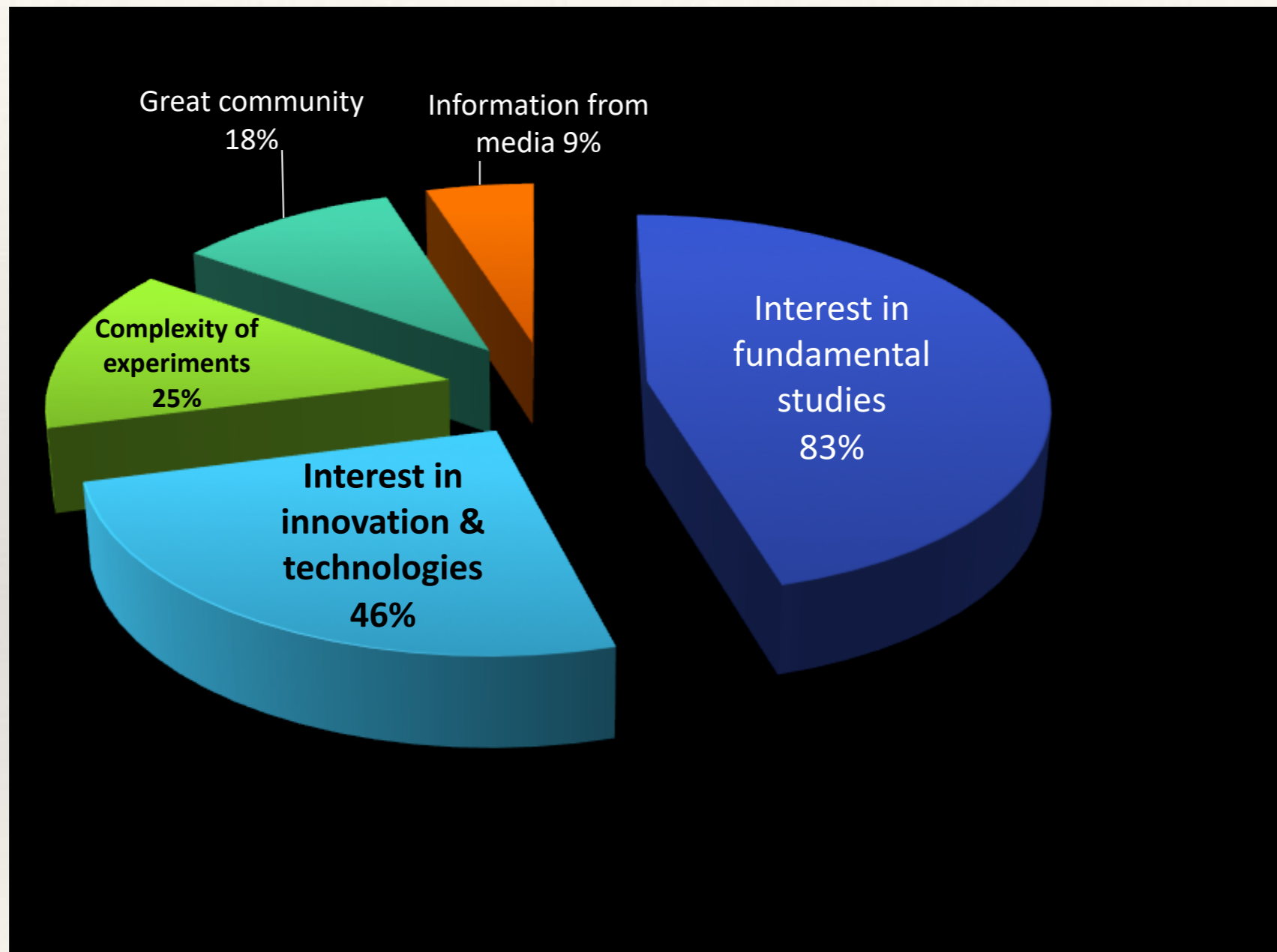
Questionnaire on attractiveness of HEP for young scientists

This brief inquiry, addressed to young scientists (PhD students, postdoctoral fellows and young staff members), is held in the context of the European Strategy Update for Particle Physics, by a working group of the European Strategy Group addressing social and career aspects for the next generation of particle physicists. The goal is not to instigate a comprehensive survey, but rather to get the first impression of aspects that make the field more, or less, attractive to enter into. To this end we kindly invite you to address a few questions, each with a number of possible answers, but also having an option to supply your own, which we encourage. Naturally, your answers will be kept completely anonymous, and the input forms, once the answers are compiled, will be deleted. Results will be used only collectively.

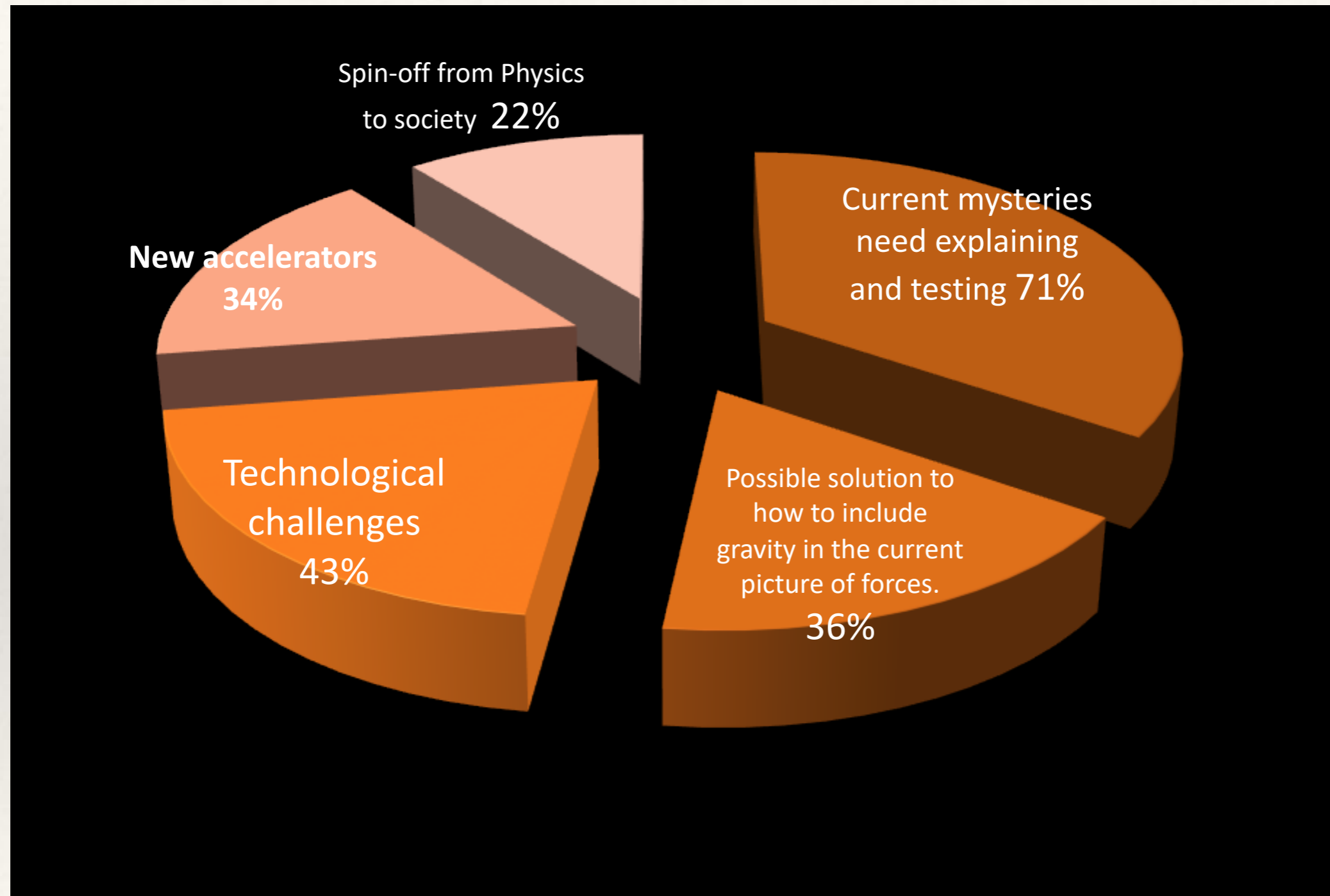
We thank you in advance for the time you are willing to spend on this.

European Strategy Working Group on Social and Career Aspects for the Next Generation

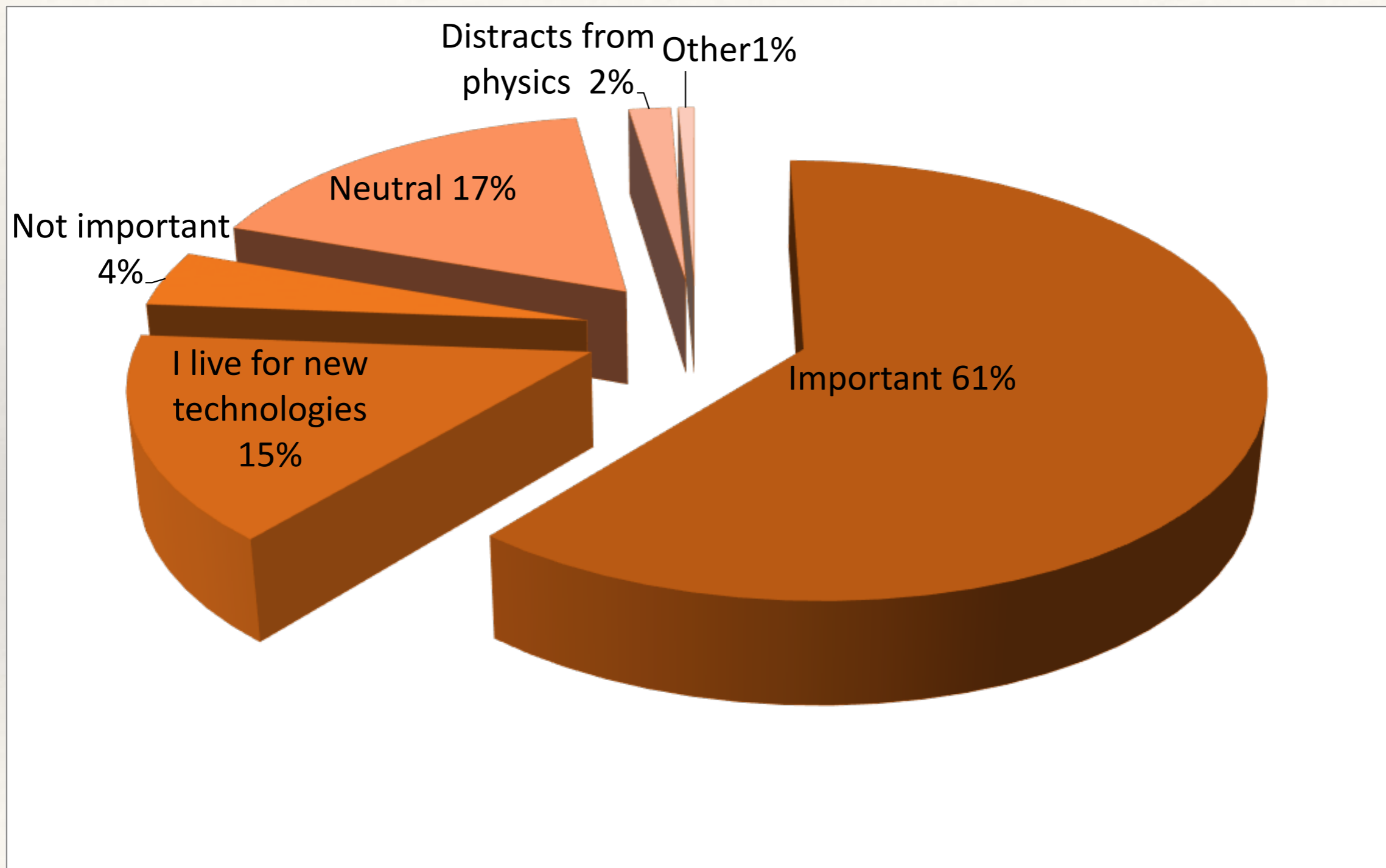
What made you choose High-Energy Physics?



What HEP future would motivate you to stay in HEP?



How important is the technology part to pursue career in HEP?



Other questions (answers in order of popularity)

- ◆ Most interesting theoretical challenge:
 - ▶ Theory underlying SM; Planck scale physics; challenge of high precision, computer simulation
- ◆ Most fascinating technology
 - ▶ Detectors; computing; accelerators; ...
- ◆ Main concern
 - ▶ Career uncertainty; recognition; long lifetimes of experiments
- ◆ Most significant change to enhance quality of life
 - ▶ Improve social aspects; connect better to fundamental science; better software tools; ..
- ◆ Best advice for newcomers
 - ▶ Develop good computing skills; try a summer programme; focus on physics studies; ...

Some additional comments

Have long-term perspectives/career-plans for young scientist (after PhD or 1st post-doc).
Plans/Perspectives are typically shorter than 1.5 - 2 years.

In order to attract more people in HEP it is crucial to value young scientists and also recognize the importance of experience and knowledge.

It is hard to feel like my work matters. The community isn't very supportive.
The expected work load is depressing.

I'm considering leaving the field because it is too competitive and everyone is encouraged/expected to work an unhealthy amount.

Investing in the differentiation of the careers and professionalisation: data-analysts, operation experts, detector experts, computing experts, editors, managers, coordinators, etc. providing for each of these professional figures training, future prospect, dedicated jobs, and responsibility.

We have a serious problem of managing groups of people. Group leaders (conveners) are getting no training whatsoever on how to lead people, and we pay the price of managing people inefficiently, which in the end destroys a lot of potential.

Short term contracts make family planning hard

I view Hep to a large extent as a creative field, so for me, everything really comes down to a good social environment at some level.

Some general impressions from additional comments

- ◆ Very clear concerns, constitute most of the comments:
 - ▶ uncertainty of career, also as related to family issues, dual career
 - ▶ recognition for technical work
 - ▶ diversity and gender aspects:
 - ▶ management issues - difficult communication with
- ◆ But also some enthusiasm for the field, and readiness to help shape its future.