Report on the professional development of young and early-stage researchers WP3 (D3.1)

LEDtech-GROW

LED TECHNOLOGY BASED ON BISMUTH-SENSITIZED Eu^{3+} LUMINESCENCE FOR COST-EFFECTIVE INDOOR PLANT GROWTH

PROGRAM-PROMIS-2024-2025

Grant Agreement: 10412

Deliverable 3.1

Report on the professional development of young and early-stage researchers

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LED technology based on bismuth-sensitized Eu^{3+} luminescence for cost-effective indoor plant growth – LEDtech-GROW

Project Deliverable Information Sheet

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	Abstract: This report provides a comprehensive overview of the activities conducted within Work Package 3 (WP3): Professional Development of Young and Early-Stage Researchers of the LEDtech-GROW project. WP3 aims to strengthen scientific excellence, professional competencies, innovation capacity, and international competitiveness of the project team. Through participation in workshops, training courses, webinars, Horizon Europe information days, and dissemination events, WP3 supports the development of skills essential for LEDtech-GROW team members. This report is the result of a joint effort between subactivities: **3.1**: Research Management Capacity Enhancement, **3.2**: Innovation and IPR Management, and **3.3**: Research Capacity Building and Knowledge Transfer.

Document Control Sheet

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Executive Summary

The document presented is Deliverable D3.1 – *Report on the professional development of young and early-stage researchers,* from the LEDtech-GROW project. It is a public document, delivered in the context of **WP3** - *Professional development of young and early-stage researchers,* ***Subactivity 3.1*** - *Research Management Capacity Enhancement [month: 6-20],* ***Subactivity 3.2 -*** *Innovation and IPR Management [month: 6-20], and* ***Subactivity 3.3 -*** *Research Capacity Building and Knowledge Transfer [month: 6-24]*. This document outlines implemented activities that improve proposal writing and project management capabilities, enhance awareness of intellectual property and patent protection, ensure compliance with open science principles, and advance specialized scientific knowledge. Overall, WP3 plays a crucial role in ensuring the long-term sustainability, impact, and visibility of the LEDtech-GROW project.

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Abbreviations and Acronyms

	Explanation
[KPIs]	Key Performance Indicators
[LEDtech-GROW]	Acronym of the Project Titled "*LED technology based on bismuth-sensitized Eu^{3+} luminescence for cost-effective indoor plant growth*"
[VinaR]	VinaR, i.e., Vinca Repository, is a joint digital repository of all laboratories and departments at Vinča Institute of Nuclear Sciences, University of Belgrade.
[VINS]	"Vinča" Institute of Nuclear Sciences – National Institute of the Republic of Serbia, University of Belgrade
[WP]	Work package

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1. Introduction

The LEDtech-GROW project recognizes that the success of research initiatives depends not only on scientific excellence but also on the continuous professional development of researchers. In this context, Work Package 3 (WP3) focuses on strengthening the skills and competencies of young and early-stage researchers, enabling them to operate effectively within the national and international research communities.

WP3 addresses the growing demand for researchers to collaborate across disciplines, secure competitive funding, manage research projects efficiently, protect intellectual property, and disseminate results in compliance with open science principles. By providing access to high-quality training and networking opportunities, WP3 supports both individual career development and the strategic objectives of the LEDtech-GROW project.

Key performance indicators (KPIs):
KPI 1.1: WP3 implemented according to the project plan
KPI 1.2: Active participation of young and early-stage researchers in WP3 activities

2. Strategic Role and Objectives of WP3

The strategic role of WP3 is to ensure that all LEDtech-GROW team members acquire the knowledge and skills needed to maximize the project's scientific, technological, and societal impact. The specific objectives of WP3, addressed through training and dissemination activities, include:

- Strengthening research-related competencies and methodological skills among young and early-stage researchers;
- • Enhancing capacity for preparing, writing, and evaluating competitive research proposals, particularly within Horizon Europe;
- • Developing skills in project budgeting, financial planning, and administrative management;
- • Raising awareness of intellectual property rights, patent strategies, and innovation pathways;
- • Ensuring compliance with national and international open science policies;
- • Promoting dissemination, networking, and engagement with academic and public stakeholders.

KPIs:
KPI 2.1: Completion of planned WP3 training and workshops (2 workshops, 4 trainings, 8 webinars, and 2 info days)
KPI 2.2: Evidence of improved researcher competencies (5 open access publications, 2 additional submitted, 6 poster presentations at international conferences, 1 oral talk at an international conference, 1 invited talk at domestic conferences, and 5 submitted project proposals)

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3. Professional Development - Short-Term Research Visit to the Institute in China

Two LEDtech-GROW team members participated in a short-term research visit to the Institute of Resources Utilization and Rare Earth Development, Guangdong Academy of Sciences, Department of Chemical & Biological Engineering, in Guangzhou, P.R. China, aimed at strengthening international collaboration, exchanging technical knowledge, and comparing research findings. The visit provided hands-on experience, opportunities to discuss project methodologies, and ways to enhance the quality of ongoing experiments through direct interaction with international experts. Additionally, the team members tested the developed LED systems using state-of-the-art equipment that is currently unavailable in Serbia. This enables a valuable comparative analysis between results obtained in Serbia and those measured with advanced instrumentation in China.

KPIs:
KPI 3.1: Number of team members participating in the international visit (two team members)
KPI 3.2: Follow-up actions or joint initiatives resulting from the visit (one bilateral Serbia-China project proposal will be submitted)

4. Professional Development - Optimization and Funding Strategies

As an initial step in WP3 implementation, all LEDtech-GROW team members attended the workshop **"How to Make the Best Use of Unfunded Project Proposals?"**, held on February 6, 2024. The workshop addressed a critical challenge for research teams: transforming unfunded proposals into future funding opportunities.

The workshop was organized by Marija Šola Spasić, Coordinator of Management Office Projects at the Vinča Institute for Nuclear Sciences, National Institute of the Republic of Serbia, University of Belgrade. Key topics included:

- Systematic analysis of evaluator feedback;
- Identification of proposal weaknesses and gaps;
- Strategic revision and restructuring of proposals;
- Adaptation of proposals to alternative funding schemes;
- Long-term planning of proposal pipelines.

KPIs:
KPI 4.1: Number of team members trained in proposal optimization (all team members)
KPI 4.2: Number of revised or resubmitted project proposals (one proposal)
KPI 4.3: Improved quality of future proposals (total: 5 project proposals submitted)

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5. Horizon Europe Capacity Building - EUTA Training

Two LEDtech-GROW team members attended the European Training Academy (EUTA) program focused on Horizon Europe project preparation and management. The training took place on February 22, 23, 27, and March 1, 2024, and consisted of four intensive days. The information and knowledge obtained through this training were shared with all team members.

5.1 Module I: Preparing and Writing Horizon Europe Projects

The first module focused on strengthening participants' ability to design coherent, impactful, and competitive proposals, covering the following topics:

- Understanding Horizon Europe structure and evaluation criteria;
- Call analysis and topic interpretation;
- Consortium building and partner selection;
- Development of excellence, impact, and implementation sections;
- Ethical considerations and gender dimension in research.

5.2 Module II: Budgeting and Managing Horizon Europe Projects

The second module addressed key financial and managerial aspects of project implementation, covering the following aspects:

- Financial rules and cost eligibility;
- Budget planning and justification;
- Project governance and management structures;
- Reporting obligations and audits;
- Risk management and contingency planning.

KPIs:
KPI 5.1: Team members trained in Horizon Europe proposal preparation (two team members)
KPI 5.2: International project ideas prepared or submitted (One Eureka network project submitted)
KPI 5.3: Improved understanding of budgeting and management rules

6. Intellectual Property Rights and Innovation-Oriented Training

Innovation and the protection of research outputs are essential for maximizing project impact. To address this, LEDtech-GROW team members attended a series of patent protection webinars delivered online via the ZOOM platform. The webinars covered key aspects of intellectual property protection, enhanced awareness of intellectual property management, and supported the translation of scientific results into protected innovations, including:

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- Protection of trade secrets;
- Fundamentals of patent systems;
- International patent protection strategies;
- Software-related intellectual property;
- Preparation of patent applications.

***KPIs**:*
KPI 6.1: Team members trained in IP and patent protection (5 webinars for all team members)
KPI 6.2: Identified research outputs with innovation potential

7. Horizon Europe Info Days and Policy-Oriented Training

7.1 WIDERA Work Programme 2025

Three LEDtech-GROW team members attended the Horizon Europe Info Days – WIDERA Work Programme 2025 on May 20, 2025. The training improved strategic alignment with European research priorities and addressed the following:

- Implementation of the ERA Policy Agenda;
- Open access publishing models;
- Research assessment reforms;
- Programme-level collaboration mechanisms;
- Science-for-policy integration.

7.2 Cluster 6: Food, Bioeconomy, Natural Resources, Agriculture and Environment

Three LEDtech-GROW team members participated in the Horizon Europe Info Days – Cluster 6, focusing on sustainable development, agriculture, and the bioeconomy. The workshop enhanced interdisciplinary awareness and proposal development capacity.

KPIs:
KPI 7.1: Participation in Horizon Europe Info Days (All team members)
KPI 7.2: Improved understanding of EU funding priorities
KPI 7.3: New project ideas aligned with EU calls (One project proposal submitted and one is in preparation)

8. Specialized Scientific Training and Advanced Analytical Skills

All LEDtech-GROW team members attended a series of ICDD webinars that provided advanced

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training in powder X-ray diffraction and Raman spectroscopy. These sessions strengthened skills in experimental design, data analysis, and interpretation, directly contributing to scientific excellence. Additionally, team members completed an Excel training focused on data processing, visualization, and basic statistical analysis, supporting accurate interpretation and presentation of experimental results.

KPIs:
KPI 8.1: Team members trained in advanced analytical techniques (3 webinars for all team members)
KPI 8.2: Increased use of PXRD and Raman techniques
KPI 8.3: Improved data processing and visualization skills (1 webinar for three team members)

9. Open Science Compliance and Research Data Management

All team members attended the workshop "Open Science and Obligations for Participants in the Science Fund of the Republic of Serbia Program," held on May 13, 2025. The workshop covered open-access publishing, institutional repositories, research data management, and compliance with Open Science Platform 2.0 and international standards. In addition, all LEDtech-GROW team members actively contributed to depositing data in open-access repositories, including Zenodo and VinaR. These contributions ensured compliance with national and international Open Science policies, increased the visibility of project results, and facilitated data reproducibility and reuse.

KPIs:
KPI 9.1: All team members trained in open science regulations
KPI 9.2: Research Data Management Plans implemented
KPI 9.3: Research outputs and publications deposited in Zenodo and VinaR repositories by team members
KPI 9.4: Compliance with Open Science and data management standards

10. Dissemination, Outreach, and Knowledge Exchange

LEDtech-GROW team members actively participate in national and international conferences, training events, fairs, Researchers' Night, and science fairs. These activities support visibility, networking, and stakeholder engagement. LEDtech-GROW team members contributed to the creation and maintenance of project dissemination materials, including the project website and informational leaflets, ensuring continuous outreach and engagement with academic, industrial, and public stakeholders. In addition, project results were disseminated through two popular science and business-oriented articles published in MOVEM (https://www.movem.rs/images/posts/pdf/movem-magazin-devetnesti-broj106.pdf) and Biznis (https://biznis.rs/magazin/biznis-rs-magazin-broj-36-septembar-2024/) magazines, increasing the LEDtech-GROW project's visibility among industry stakeholders and the general public.

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KPIs:

KPI 10.1: Number of dissemination events attended (15th European Researchers' Night, 66th International Fair of Technics)

KPI 10.2: Scientific presentations delivered (six poster presentations at international conferences; one oral talk at an international conference; and one invited talk at a domestic conference)

KPI 10.3: New collaborations established

KPI 10.4: Active participation in the creation of dissemination materials and digital presence (logo, website, leaflet, posters, and other)

KPI 10.5: *Articles published in popular science and business media (2 articles in MOVEM and Biznis magazines)*

11. Impact, Sustainability, and Long-Term Benefits

WP3 significantly strengthens individual researchers' competencies and institutional research capacity. Skills and knowledge gained through WP3 will remain applicable beyond the project's duration, supporting future funding success and long-term sustainability.

KPIs:

KPI 11.1: New project proposals (5 submitted and 1 in preparation)

KPI 11.2: Continued application of acquired skills

12. Monitoring, Internal Coordination, and Future Planning

All team members are required to inform the Principal Investigator about event participation and contributions to deliverables, including reports, datasets, and project-related documentation. An annual project meeting enables review of results, evaluation of WP3 effectiveness, and strategic planning of future activities.

KPIs:

KPI 12.1: Timely internal reporting

KPI 12.2: Annual meetings conducted

KPI 12.3: Implementation of agreed action points

KPI 12.4: Team contributions to deliverables reported and documented

13. List of Training, Workshops, Dissemination Events, and Scientific Publications

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During project implementation, the LEDtech-GROW team achieved the following: five papers were published in peer-reviewed journals, all of which are Open-Access per the grant agreement (with an additional two papers submitted); six poster presentations were delivered at international conferences; one oral talk was delivered at an international conference; and one invited talk was delivered at a domestic conference.

1. Lj. Đačanin Far, J. Periša, I. Zeković, Z. Ristić, M. Medić, M.D. Dramićanin, B. Milićević. *"Tailoring red and deep-red light: Bi^{3+} doped $Sr_2Gd_{0.2}Eu_{0.8}F_7$ phosphors for next-generation horticultural LEDs" Results in Physics 78 (2025) 108495* https://doi.org/10.1016/j.rinp.2025.108495

2. B. Milićević, A. Ćirić, K. Milenković, Z. Ristić, J. Periša, Ž. Antić, M. D. Dramićanin. "*Pr^{3+}-Activated Sr_2LaF_7 Nanoparticles as a Single-Phase White-Light-Emitting Nanophosphor". Nanomaterials 15(10) (2025) 717;* https://doi.org/10.3390/nano15100717

3. B. Milićević, A. Ćirić, Z. Ristić, M. Medić, A. N. Alodhayb, I. Radosavljević Evans, Ž. Antić, M. D. Dramićanin. *"Eu^{3+}- activated Sr_2GdF_7 colloid and nano-powder for horticulture LED applications". Journal of Alloys and Compounds 1010 (5) (2025) 177820.* https://doi.org/10.1016/j.jallcom.2024.177820

4. K. Milenković, Lj. Đačanin Far, S. Kuzman, Ž. Antić, A. Ćirić, M. D. Dramićanin, B. Milićević. "Red emission enhancement in $BaYF_5$:Eu^{3+} phosphor nanoparticles by Bi^{3+} co-doping*". Optics Express* 32 (23) (2024) 41632-41643 https://doi.org/10.1364/OE.542685

5. J. Periša, S. Kuzman, A. Ćirić, Z. Ristić, Ž. Antić, M. D. Dramićanin, B. Milićević. "Tuneable Red and Blue Emission of Bi^{3+}-Co-Doped SrF_2:Eu^{3+} Nanophosphors for LEDs in Agricultural Applications". *Nanomaterials* 14(20), 1617. https://doi.org/10.3390/nano14201617

6. A. Ćirić, M. Suta, B. Milićević, T. Förster, T. Gavrilović, Ž. Antić, M. D. Dramićanin: "Judd-Ofelt Analysis of Pr^{3+}: A Direct Emission Spectrum Approach for Advanced LED Phosphors and Scintillators"- 6th International Conference on MATERIALS SCIENCE & NANOTECHNOLOGY Future Materials 2025 Tenerife, Španija (pp 35). *Oral talk*

7. Lj. Đačanin Far, B. Milićević, J. Periša, A. Ćirić, K. Milenković, S. Kuzman, and M.D. Dramićanin: "Eu^{3+}-Doped Sr_2LaF_7 nanopowders for Indoor Plant Growth LED Applications"- Future Materials 2025, 6th International Conference on Materials Science & Nanotechnology Costa Adeje, Tenerife, Spain (pp 119-120).

8. S. Kuzman, Lj. Đačanin Far, B. Milićević, J. Periša, A. Ćirić, K. Milenković, and M.D. Dramićanin: "Emission Enhancement by Bi^{3+} Co-Doping of Red-Emitting #anophosphor for Horticulture LEDs"- Future Materials 2025, 6th International Conference on Materials Science & Nanotechnology Costa Adeje, Tenerife, Spain (pp 121).

9. K. Milenković, V. Đorđević, I. Zeković, Z. Ristić, J. Periša, B. Milićević, M. D. Dramićanin: "Microwave-assisted solvothermal method for RbY_3F_{10} doped with Eu^{3+}"- The 7th International Conference on the Physics of Optical Materials and Devices & The 4th

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International Conference on Phosphor Thermometry (ICOM&ICPT 2024), August 26-30, 2024, Bečići, Budva Montenegro, P-50, (pp 165).

10. S. Kuzman, B. Milićević, J. Periša, A. Ćirić, Z. Ristić, Ž. Antić, M. D. Dramićanin: "Synthesis and photoluminescent properties of Bi^{3+}-codoped SrF_2:Eu^{3+} phosphor nanoparticles"- The 7th International Conference on the Physics of Optical Materials and Devices & The 4th International Conference on Phosphor Thermometry (ICOM&ICPT 2024), August 26-30, 2024, Bečići, Budva Montenegro, P-51, (pp 166).

11. B. Milićević, A. Ćirić, Z. Ristić, M. Medić, I. Radosavljevic Evans, Ž. Antić, M. D. Dramićanin: "Synthesis, luminescent properties, and thermal stability of Eu^{3+}-doped Sr_2GdF_7 red-emitting nanophosphor for horticulture LEDs"- The 7th International Conference on the Physics of Optical Materials and Devices & The 4th International Conference on Phosphor Thermometry (ICOM&ICPT 2024), August 26-30, 2024, Bečići, Budva Montenegro, P-53, (pp 168).

12. K. Milenković, V. Đorđević, S. Kuzman, J. Periša, B. Milićević, Miroslav D. Dramićanin: "Three-fold enhancement of Eu^{3+} emission intensity in $BaYF_5$ nanoparticles by Bi^{3+} co-doping", -12th International Conference on Luminescent Detectors and Transformers of Ionizing Radiation (LUMDETR), June 16-21, 2024, Riga, Latvia, PA13, (pp 89).

13. S. Kuzman, B. Milićević, K. Milenković, J. Periša, M. D. Dramićanin: "Bizmuth-sensitized Eu^{3+} luminescent LED technology for effective indoor plant growth"- The 3rd Serbian Conference on Materials Application and Technology (SCOM2024), October 16-18, Belgrade, Serbia, I-1, (pp 8). *Invited talk*

Over the past two years, members of the LEDtech-GROW project team have been actively engaged in initiating new research and innovation activities by submitting several competitive project proposals as principal investigators or team members.

1. **Smart Start** project proposal to the Innovation Fund of the Republic of Serbia (Bojana Milićević, PI; Aleksandar Ćirić, team member),
2. **EUREKA network** project proposal (Aleksandar Ćirić, PI; team members: Ljubica Đačanin-Far and Sanja Kuzman),
3. **China–Serbia** project (Bojana Milićević, PI),
4. **IDEAS** Program of the Science Fund of the Republic of Serbia (Aleksandar Ćirić, PI; team members: Jovana Periša, Ljubica Đačanin-Far, and Sanja Kuzman).
5. **Serbia-Slovenia bilateral** project proposal (Jovana Periša, PI; team member: Katarina Milenković)

Decisions on the acceptance and funding of these proposals are still pending, underscoring the team's ongoing commitment to advancing scientific research and innovation beyond the scope of the LEDtech-GROW project.

The table below summarizes the training sessions, workshops, and webinars attended by members of the LEDtech-GROW team throughout the project's duration. Participation in these activities has significantly enhanced their scientific, technical, and professional competencies, strengthening the team's ability to conduct advanced research, drive innovation, and collaborate

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effectively across international and interdisciplinary settings. This ongoing skill development has been instrumental in reinforcing the project's overall impact and long-term sustainability.

No.	TYPE OF ACTIVITY	TRAINING ATTENDEE	TRAINING TITLE	ORGANIZER / INSTITUTION	PLACE	DATE	RELATED WP3 KPI(s)
1.	Workshop	All team members	**How to make the best use of unfunded project proposals?**	Marija Šola Spasić, coordinator of Management Office projects at Vinca Institute for Nuclear Sciences	Online	February 6, 2024	4.1 4.2 4.3
2.	Training	Ljubica Đačanin Far, Bojana Milićević	**Preparing and Writing Horizon Europe Projects (EUTA – Module I)**	European Training Academy (EUTA)	Belgrade, Serbia	February 22, 2024	5.1 5.2
3.	Training	Ljubica Đačanin Far, Bojana Milićević	**Preparing and Writing Horizon Europe Projects (EUTA – Module I)**	European Training Academy (EUTA)	Belgrade, Serbia	February 23, 2024	5.1 5.2
4.	Training	Ljubica Đačanin Far, Bojana Milićević	**Budgeting and Managing Horizon Europe Projects (EUTA – Module II)**	European Training Academy (EUTA)	Belgrade, Serbia	February 27, 2024	5.1 5.3
5.	Training	Ljubica Đačanin Far, Bojana Milićević	**Budgeting and Managing Horizon Europe Projects (EUTA – Module II)**	European Training Academy (EUTA)	Belgrade, Serbia	March 1, 2024	5.1 5.3

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6.	Webinar	All team members	**Protection of Trade Secrets**	The Intellectual Property Office of the Republic of Serbia (Lecturer: Aleksandra Mihailović, Asst. Director)	Online	March 5, 2024	6.1
7.	Webinar	All team members	**Introduction to Patents**	The Intellectual Property Office of the Republic of Serbia (Lecturer: Nataša Milovanović, Head of the Department for Mechanical Engineering, Electrotechnics and General Technology)	Online	March 12, 2024	6.1
8.	Webinar	All team members	**International Protection of Inventions**	The Intellectual Property Office of the Republic of Serbia (Lecturer: Aleksandra Mihailović, Asst. Director)	Online	March 19, 2024	6.1
9.	Webinar	All team members	**Software protection with a patent**	The Intellectual Property Office of the Republic of Serbia (Lecturer: Nataša Milovanović, Head of the Department for Mechanical Engineering, Electrotechnics and General Technology)	Online	March 26, 2024	6.1
10.	Webinar	All team members	**Compiling an application for the protection of an invention**	The Intellectual Property Office of the Republic of Serbia (Lecturer: Jelena Tomić Keser, Head of the Department for Chemistry and Chemical Technology)	Online	April 2, 2024	6.2
11.	The European Researchers' Night	Bojana Milićević, Sanja Kuzman	**LEDtech-GROW**	Faculty of Physical Chemistry, Belgrade, Serbia	Belgrade, Serbia	September 28, 2024	10.1
12.	Webinar	Bojana Milićević,	**Excel**	Aleksandar Grašić	Online	October 3,	8.3

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		Sanja Kuzman, Jovana Periša	**Masterclass**			2024	
13.	Webinar	All team members	**Introduction to JADE®**	International Centre for Diffraction Data (ICDD)	Online	April 23, 2025	8.1 8.2
14.	Workshop	All team members	**Open Science and Obligations for Participants in the Science Fund of the Republic of Serbia Program**	Vinča Institute for Nuclear Sciences, University of Belgrade	Belgrade, Serbia	May 13, 2025	9.1 9.2
15.	Info Day	Ljubica Đačanin Far, Jovana Periša, Katarina Milenković	**Horizon Europe Info Days – WIDERA Work Programme 2025**	European Commission	Online	May 20, 2025	7.1 7.2
16.	Webinar	Bojana Milićević, Sanja Kuzman, Aleksandar Ćirić	**Horizon Europe Info Days – Cluster 6: Food, Bioeconomy, Natural Resources, Agriculture and Environment**	European Commission	Online	May 20, 2025	7.1 7.3
17.	Webinar	All team members	**Powder X-ray Diffraction – Better Data Equals Better Results**	International Centre for Diffraction Data (ICDD)	Online	May 21, 2025	8.1 8.2
18.	Webinar	All team members	**The ICDD Raman File: Design, Content and Applications**	International Centre for Diffraction Data (ICDD)	Online	June 25, 2025	8.1 8.3

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LEDtech-GROW team members reached **Milestone M3.1 - Professional development of young and early-stage researchers completed** (verification: Completed European Training Academy courses and IPR training: attended 2 workshops, 4 trainings, 8 webinars, and 2 info days. At least six conference presentations were delivered at scientific conferences. At least one project proposal (international or domestic) was submitted. Specifically, team members delivered six poster presentations at international conferences, one oral presentation at an international conference, and one invited talk at a domestic conference. In addition, the team submitted five project proposals as principal investigators, for which acceptance decisions are currently pending.)

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