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Progress Report

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Summary

This deliverable presents the progress report of year 1 of the DiManD project. The submission of this report has been delayed in order to report about the impact of COVID-19 in the project and the recruitment status (impacted by the COVID-19) as many Early Stage researchers have been recruited (or are planned to be recruited) in September 2020. The Personal Career Development Plan and the progress report of recruited researchers has been gathered also this month.

Team involved in deliverable writing: MGEP and all beneficiaries.

1 General progress of the action

1.1 Scientific progress

Network-wide collaborative integrated project

During the DiManD project the Early Stage Researchers (ESRs) will work on the Integrated Training and Demonstration Platform (ITDP): this will provide the ESRs with a practical integrated project that will facilitate the ESRs to work together in a team to further develop the Aerospace Manufacturing Demonstrator Cell at UNOTT by providing a Digital Manufacturing capability onto the existing platform.

The concept of the ITDP was introduced in the Welcome and Induction Event in February 2020. Since this meeting the recruited ESRs have prepared a proposal for the integration of their individual projects into the ITDP. This proposal will undergo a Preliminary Design Review (PDR) during School #1 (planned for October 2020).

Technical Work Packages

The technical work packages are proceeding:

- WP 3: Integration of computation, networking, and physical processes into cyber-physical systems
- WP 4: Autonomous, context aware manufacturing platforms
- WP 5: Informatics, big data, and agent based control and configuration

These work packages organized their kick-offs in June and July 2020 and online meetings of the work packages are held regularly, almost every week in order to coordinate the work of the ESRs.

1.2 Deliverables and milestones

Deliverables and milestones scheduled for delivery during the first year of the project are listed below.

Table 1: Deliverables of first year

No	Deliverable title	WP	Due	Status	Comments
D1.1	Consortium agreement	WP1	M2	Delivered	
D1.2	Supervisory Board of the network	WP1	M2	Delivered	

D1.3	Recruitment and training event	WP1	M3	Delivered	
D1.4	Personal Career Development Plans	WP1	M9	Delayed	Delayed due to delays in recruitment. Recruited ESRs have prepared their plans for M14. And a second version (with the plans of the new ESRs) is planned for M19.
D2.1	Welcome and Induction event	WP2	M6	Delivered	It was delayed (M10) to have a quorum of recruited researchers. Additionally, a Virtual welcome event was organized for later incorporations.
D2.2	School #1	WP2	M9	Delayed	Delayed due to delays in recruitment. We plan to held it in October 2020 (M18)
D3.1	CPS State-of-the-art analysis and requirements specification	WP3	M12	Delayed	Delayed due to delays in recruitment. We plan to deliver it in M18
D6.1	Project website	WP6	M5	Delivered	https://dimanditn.eu/
D6.2	Dissemination plan	WP6	M6	Delivered	A second (M16) and third (M19) intermediate versions have been planned in order to obtain the inputs from the ESRs.
D6.3	DiManD newsletter Year 1	WP6	M12	Delayed	It has been delayed but now it is ready, and will be delivered in September 2020 (M17)
D6.12	Data Management Plan	WP6	M6	Delivered	Second (M16) and third (M19) intermediate versions have been planned for getting the inputs of the ESRs.
D7.1	POPD - Requirement No. 1	WP7	M12	Delayed	Delayed due to delays in recruitment; and to get the involvement and inputs of ESRs. We plan to deliver them in M19
D7.2	H - Requirement No. 2	WP7	M12	Delayed	
D7.3	EPQ - Requirement No. 3	WP7	M12	Delayed	
D7.4	NEC - Requirement No. 4	WP7	M12	Delayed	

Table 2: Milestones of first year

No	Milestone title	WP	Due	Status	Comments
MS1	Recruitment completed	WP1	M12	Not completed	11 of 14 researchers are recruited. 2 researchers are planned to be recruited in September 2020. Plan to be completed by M18
MS2	Completion of Welcome and Induction event	WP2	M6	Done	
MS3	PDR for Integrated Training and Demonstration Platform	WP2	M9	Not completed	Delayed due to delays in recruitment. Plan to be completed by M18
MS4	Finalisation of Personal Career Development Plans	WP1, WP3, WP4, WP5	M9	Not completed	Delayed due to delays in recruitment. Plan to be completed by M19
MS5	Finalisation of Individual Research Projects	WP1	M12	Not completed	Delayed due to delays in recruitment. Plan to be completed by M18
MS6	All recruited fellows enrolled in PhD programme	WP1	M12	Not completed	Delayed due to delays in recruitment. Plan to be completed by M18

1.3 Deviations from original work plan

We have suffered delays in recruitment (before March 2020) due to lack of high quality candidates to certain projects, ineligible candidates or candidates finally not accepting the positions. And unfortunately the delays have become worse due to the health emergency and lockdowns caused by the COVID-19 virus. The lockdowns have slowed down the eligibility checking and visa processes. In addition, travel restrictions have postponed the final contract signing of several ESRs.

These delays in recruitments have slowed down the project and we have decided to postpone events and schools as well as deliverables where the participation of the Early Stage Researchers is key. The start of the technical work packages has also been delayed due to the late recruitments.

In the section 1, an update gantt diagram is presented with the new schedule of the project.

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2 Recruitment strategy

2.1 Organization of recruitment process

Information about the recruitment process and specifically about the recruitment event is documented in deliverable D1.3 Recruitment and training event, which is available in the Participant Portal. Here we include a summary.

The recruitment process was a joint effort among the beneficiaries with a joint announcement and advertisement of the 14 ESR positions available within the project.

The advertisement of the open positions was made broadly via different channels, both nationally and internationally. The main channels were:

- EURAXESS (international)
- The DiManD project website <https://dimanditn.eu/en/> (international)
- Individual beneficiaries' websites (national & international)

The advertisement was also distributed via mailing lists related to the research topics of DiManD as well as to lists of EU projects related to Digital Industry.

Applications for ESRs were to be sent directly to the repository of the DiManD project and a preliminary pre-selection process was done analysing the submitted CVs. After a pre-selection process, the preselected candidates were invited to the recruitment event. During the recruitment event each candidate went through a 10 minutes presentation plus 10 minutes of interview for each ESR that she/he applied for.

For each position a ranking of three candidates (or less in the cases of not enough candidates ranked high enough) was selected. The position was offered to the first ranked candidate; in case the first did not accept the position or was discovered to be ineligible, the position was offered to the second ranked candidate and so on until offering it to the third candidate.

For some positions, new selection processes have been opened because there were not selected candidates or none of the three ranked candidates accepted the position. The process followed was the same as the first selection process (but without a physical recruitment event; interviews were done remotely). All the new selection processes have been opened after the approval of the Supervisory Board.

These are the re-advertisements and new selection processes opened:

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- Selection process for position ESR 1, ESR 2, ESR 3 and ESR 8 in October 2019
- Selection process for position ESR 4 in December 2019
- Selection process for positions ESR 1, ESR 2 and ESR 8 in January-February 2020
- Selection process for position ESR 11 in February-March 2020
- Selection process for position ESR 2 in April 2020
- Selection process for position ESR 3 in September 2020

2.2 Applicants and applications (distribution by gender, country and nationality)

We have received applications from 250 applicants. From the applicants, 56 were females (22%) and 194 males (78%), see Figure 1.

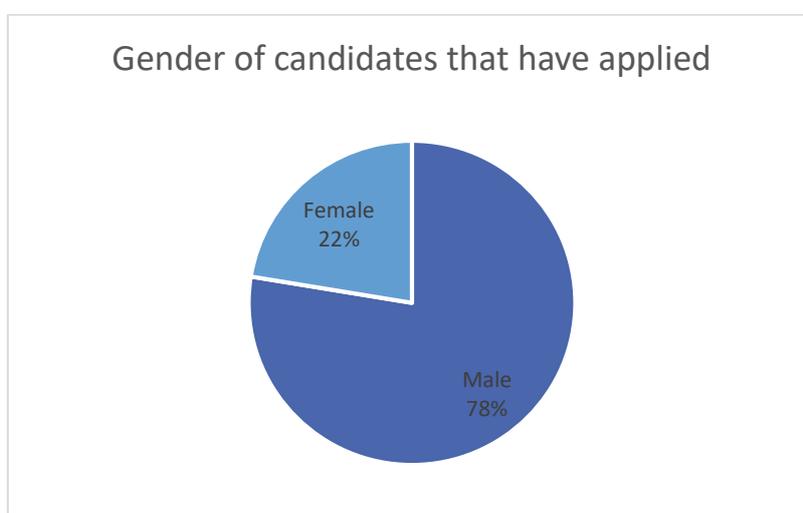


Figure 1: Gender of applicants

From the 13 recruited ESRs (1 is not yet recruited), 3 were females and 10 males. There are currently 4 (23%) female ESRs and 10 (77%) male, see Figure 2. The selected candidate for ESR3 (not yet officially recruited is a female researcher also). Moreover, at least other 4 female candidates were offered a position during the recruitment process but they did not finally accept.

The Equality Advisor & Recruitment and Equal Opportunities Coordinator (REOC) of the network monitored the recruitment process for assuring gender equality. During the recruitment event, “Best practice in recruitment for diversity” training was delivered for the selection panel members. Moreover, all ESRs have received a training course of 25 hours about “Inclusion of gender in research”.

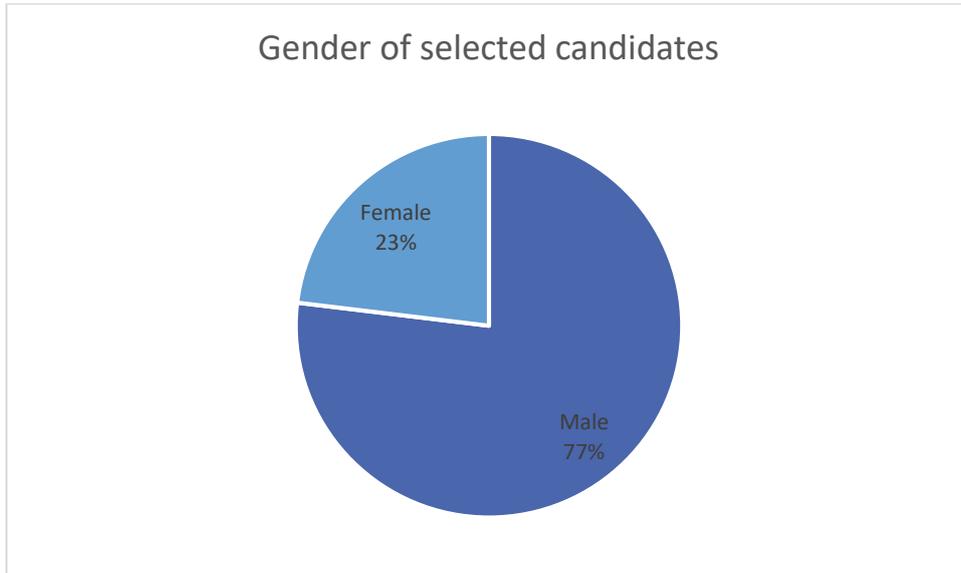


Figure 2: Gender of selected candidates

The application have come from 43 different countries and applicants are from 46 different nationalities (see Figure 3).

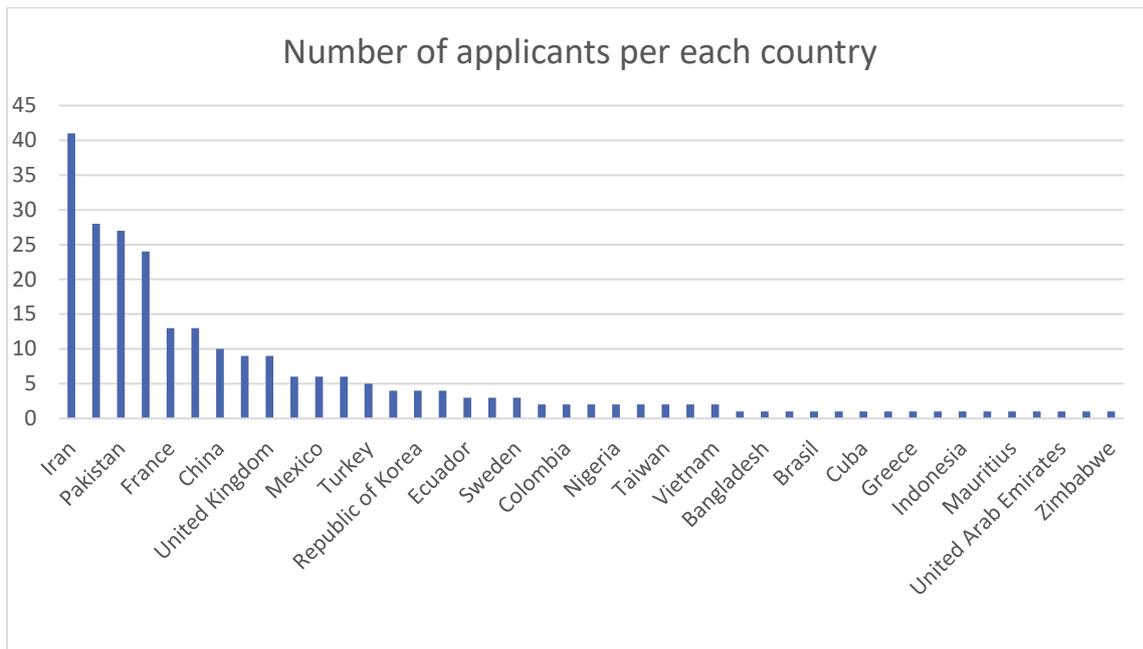


Figure 3: Country of applicants

From the 13 recruited or selected ESRs were from 10 countries see Figure 4.

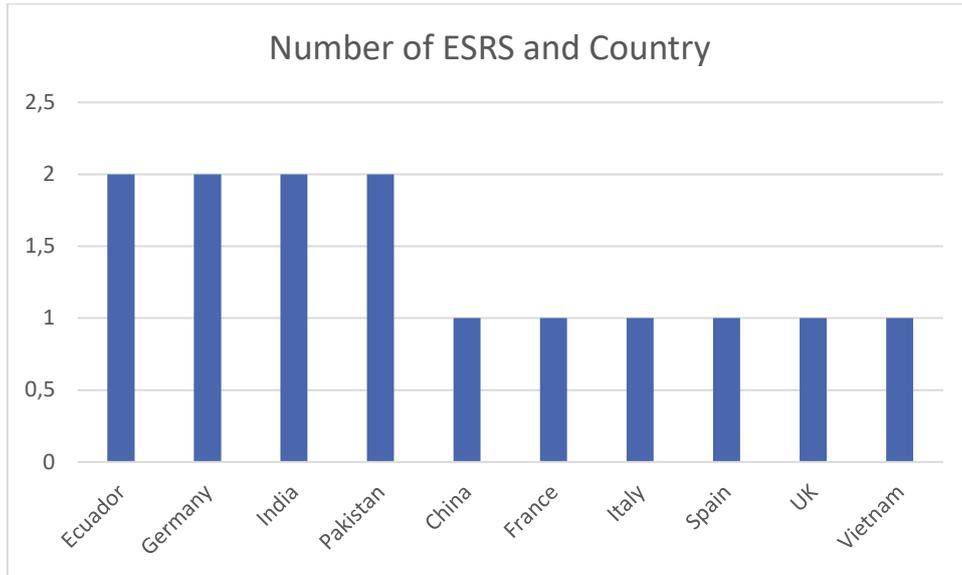


Figure 4: Country of selected candidates

About the nationality, the country and nationality of the applicants are not the same always. In the Figure 5 the nationalities and the number of occurrences are listed.

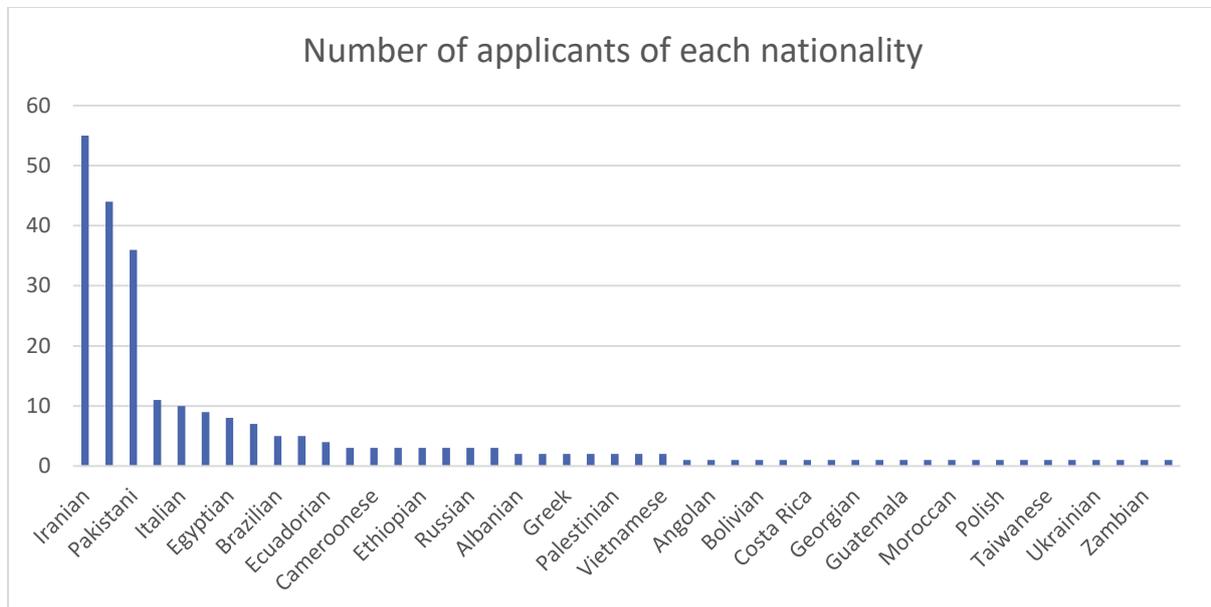


Figure 5: Nationality of applicants

From the 14 recruited or selected ESRs were from 9 nationalities, see Figure 4.

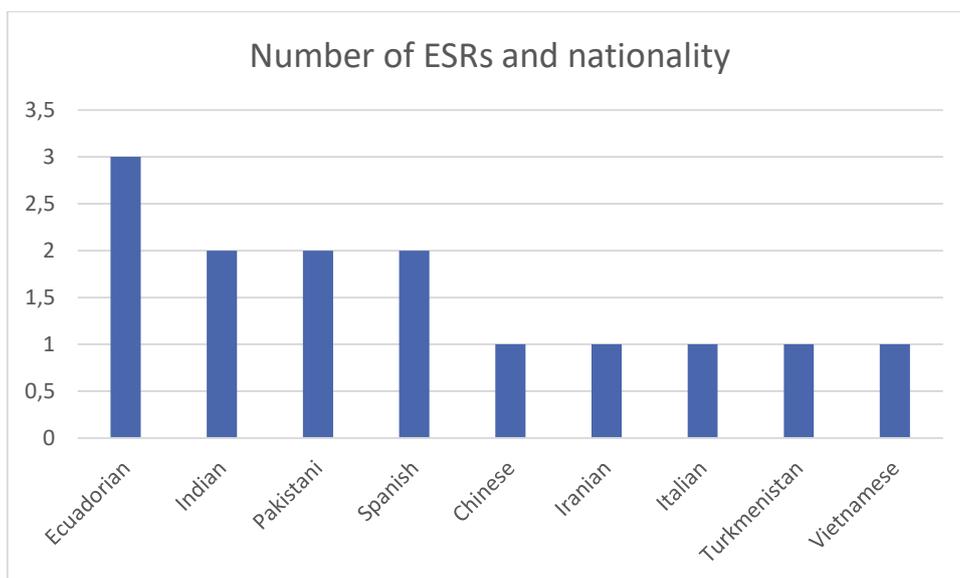


Figure 6: Nationality of selected candidates

In total we have registered 544 applications (as applicants have applied for more than one position). The distribution of applications for each ESR position is shown in Table 3.

Table 3: Distribution of applications by ESR position

ESR position	Beneficiary	# female applicants	# male applicants	Total # applicants
ESR 1	UNOTT	5	35	40
ESR 2	UNOTT	13	60	73
ESR 3	MGEP	19	58	77
ESR 4	MGEP	13	34	47
ESR 5	MGEP	4	22	26
ESR 6	STIIMA	2	16	18
ESR 7	STIIMA	3	16	19
ESR 8	KTH	11	45	56
ESR 9	KTH	8	24	32
ESR 10	UNINOVA	4	14	18
ESR 11	UNINOVA	10	41	51
ESR 12	TECNALIA	9	27	36
ESR 13	PETRONOR	11	18	29
ESR 14	TQC	5	17	22

2.1 Selected candidates

The Table 4 presents the selected candidates for each ESR positions.

Table 4: Selected candidates for each ESR position

ESR position	Title	Beneficiary	Selected candidate	Recruited	Start Date
ESR 1	A concept for open evolvable assembly systems	UNOTT	Fan Mo	Planned for	September 2020
ESR 2	Self-learning for Optimum Manufacturing Equipment (Individual & Collective Response)	UNOTT	Agajan Torayev	Yes	Sept-2020
ESR 3	Cyber-Physical Systems and User Interaction Experience into Industrie 4.0	MGEP	-	New selection process opened in	September 2020
ESR 4	Human Centred Design for Industrie 4.0. Advance service innovatio	MGEP	Hien Nguyen Ngoc	Yes	May-2020
ESR 5	Simulation-based Runtime Testing and Adaptation of Cyber Physical Systems using digital twins	MGEP	Miriam Ugarte	Yes	Jan-2020
ESR 6	Cyber-Physical Systems and End of life management in home automation	STIIMA	Trunal Patil	Yes	Dec-2019
ESR 7	Precision manipulation and assembly of electro-optical components	STIIMA	Jose Antonio Mulet	Yes	Oct-2019
ESR 8	Design and development of cost-effective solutions for High throughput, mixed model electronic assembly and packaging	KTH	Fabio Monetti	Yes	Sept-2020
ESR 9	Investigation of Transition Technologies to support Assembly Station Reconfiguration in the automotive industry	KTH	Nathaly Sylvia Rea	Yes	Feb-2020
ESR 10	Self-learning Cyber-Physical Production Systems	UNINOVA	Luis Estrada	Yes	Mar-2020

ESR 11	Developing Energy Saving Techniques and Tools in Production Systems	UNINOVA	Terrin Babu Pulikottil	Yes	Jul-2020
ESR 12	Flexible Robotics	TECNALIA	Muhammad Bilal	Yes	Feb-2020
ESR 13	Artificial Intelligence applied to Oil & Gas	PETRONOR	Masoumeh Razagui	Yes	Oct-2020
ESR 14	Development of data models and adaptation strategies for intelligent products	TQC	Hamood Ur Rehman	Yes	Jan-2020

2.2 Delays and deviations

We have suffered delays in recruitment (before March 2020) due to lack of enough candidates, ineligible candidates and candidates finally not accepting the positions. These delays have become worse due to the health emergency and lockdowns caused by the COVID-19 virus. The lockdowns have slowed down the eligibility checking and the visa processes. Additionally, Travel restrictions have postponed the final contract signing of several ESRs.

ESR 5, ESR 6, ESR 7, ESR 9, ESR 12 and ESR 14 were recruited before COVID-19 lockdowns in Europe. ESR 4 and ESR 10 were recruited during the COVID-19 emergency situation; in the case of ESR 4, the researcher was recruited but started working from his origin country (Vietnam) and he travelled to the host beneficiary in September 2020. Unfortunately, for other researchers it has not been possible to recruit them during the COVID-19 emergency situation. ESR 11 was recruited in July 2020, ESR 2 and ESR 8 in September 2020. And ESR 1 and ESR 13 in October 2020.

At this moment, 13 of the 14 ESRs are recruited and working. For ESR3, a new selection process was carried out in September because the selected candidate rejected the position after a long process of eligibility checking impacted by COVID-19. The health crisis has impacted the recruitment process and the strange and insecure situation have had this consequences. Some candidates have finally not accepted the position due to the uncertainty caused by COVID-19.

Table 5 provides a summary of all issues and delays in the recruitment of each ESR.

Table 5: Explanation of delays in the recruitment

Position and recruitment date	Explanation of issues and delays in the recruitment
ESR 1 started on October 2020 (M18)	The position has been advertised on three occasion. No appropriate candidates were found for this ESR position in the first and second recruitment rounds. After these two failed application times, UNOTT (the host beneficiary) analysed and defined the expected role profile. This information was added to the position advertisements links in UNOTT. Due to internal

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	<p>procedures, applicants were required to submit their application through the University of Nottingham's on-line recruitment portal in addition to using the common application platform (https://dimanditn.eu/en/applications).</p> <p>Once the candidate was selected, the impact of COVID-19 has delayed the starting date of the researcher, as traveling was not possible. All this has delayed the recruitment of the researcher.</p>
ESR 2 started on September 2020 (M17)	<p>The position has been advertised on four occasions. No appropriate candidates were found for this ESR in the first, second and third recruitment rounds. After two failed application times, UNOTT (the host beneficiary) analysed and defined the expected role profile. This information was added to the position advertisements links in UNOTT. Due to internal procedures, applicants were required to submit their application through the University of Nottingham's on-line recruitment portal in addition to using the common application platform (https://dimanditn.eu/en/applications).</p> <p>All this has delayed the recruitment and start date of the researcher.</p>
ESR 3, candidate selected	<p>In the first application period, two candidates (first and second ranked; the third position was vacant) were pre-selected. Unfortunately, both candidates refused the position. During the second application period, three candidates (first, second and third ranked) were pre-selected. The first ranked candidate accepted the position initially and refused it later (once we were in the health emergency caused by COVID-19). After that, the second ranked candidate accepted the position initially and eligibility criteria checking process started (this process was slowed down by the lockdown in the origin country of the candidate and the candidate needed quite long time to deliver some of the needed documents to check the eligibility). In September, once their eligibility was checked and visa application process had started, the candidate refused the position. The third ranked candidate was informed but he has not accepted the position. Currently, the candidate is selected after a new application period and selection process. The necessity of a second and third application period has delayed the recruitment of the researcher.</p>
ESR 4 stated on May 2020 (M13)	<p>In the first application period, three candidates (first, second and third ranked) were pre-selected. Unfortunately, all candidates refused the position. In addition, the last candidate communicated her final decision late in the process after having initially accepted the position. Due to this late communication, the position was not advertised in the second application period but in the third. During the third application period, three candidates (first, second and third ranked) were pre-selected. The first ranked candidate accepted the position. The necessity of a second application period has delayed the recruitment of the researcher. Once the candidate was selected, the impact of COVID-19 has delayed the starting date of the researcher. Finally the researcher was recruited and started working from Vietnam in May 2020 and he has travelled to Spain in September 2020.</p>
ESR 5 started on January 2020 (M9).	<p>In the first application period, three candidates (first, second and third ranked) were pre-selected. The first ranked candidate accepted the position. However, during the eligibility criteria checking, the candidate was considered ineligible. The second ranked candidate was selected and she accepted the position. The eligibility criteria process of the first candidate took longer than expected and delayed the recruitment of the candidate that was finally selected.</p>

ESR 6 started on December 2019 (M8).	In this ESR, the selected candidate was the first-ranked for this ESR in the first application period. However, the visa application process for the selected candidate has been quite time-consuming due to the origin country (India).
ESR 7 started on October 2019 (M6)	No delays
ESR 8 started on September 2020 (M17)	The position has been advertised on three occasion. No appropriate candidates were found for this ESR in the first application period. Only one candidate was pre-selected and this candidate was the first ranked candidate for two ESR positions and he selected the other ESR. During the second application period, one candidate was pre-selected. Though he initially accepted the position he later declined the offer. In the third application period, a candidate was selected. Once the candidate was selected, the impact of COVID-19 has delayed the starting date of the researcher, as traveling was not possible. All this has delayed the recruitment of the researcher.
ESR 9 started on February 2020 (M10)	In the first application period, three candidates (first, second and third ranked) were pre-selected. Unfortunately, the first candidate communicated his final decision of not accepting the position late in the process after having initially accepted the position. Due to this late communication, the second ranked candidate was offered the post at a much later date. She accepted the position and was recruited by February 2020.
ESR 10 started on March 2020 (M11)	In this ESR, the selected candidate was the first-ranked for this ESR in the first application period. However, the internal procedures of the host institution and visa application process for the selected candidate has been quite time-consuming.
ESR 11 started on July 2020 (M15).	In the first application period, two candidates (first and second ranked) were pre-selected. Unfortunately, all candidates refused the position. In addition, the last candidate communicated his final decision late in the process after having initially accepted the position. Due to this late communication, the position was not advertised until the fifth advertisement period. Once the candidate was selected, the impact of COVID-19 has delayed the starting date of the researcher.
ESR 12 started on February 2020 (M10)	In the first application period, two candidates (first and second ranked) were pre-selected. The first ranked candidate accepted the position. However, during the eligibility criteria checking, the evaluation of the candidate was re-checked due to a lack of an academic background that the candidate claimed to have. The second ranked candidate was selected and he accepted the position. This delayed the recruitment process.
ESR 13 started on October 2020 (M18).	This ESR is hosted by a Beneficiary that was incorporated to replace a Beneficiary leaving the project. The amendment where the new Beneficiary was proposed was approved in December 2019. The amendment process has delayed the recruitment, as it was not possible to recruit the candidate before the amendment was approved. The visa application process and the impact of COVID-19 has delayed the starting date of the researcher.
ESR 14 started on January 2020 (M9).	In this ESR, the selected candidate was the first-ranked for this ESR in the first application period. However, the visa application process for the selected candidate has been quite time-consuming due to the origin country (Pakistan).

All this information has been notified by formal notifications in the participant portal.

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3 Career development plan for each recruited researcher

One of the aims of WP1 is to produce guidelines and quality criteria that will enable the efficient monitoring and development of individual career development plans for each of the participating ESRs.

As a result, the deliverable D1.4 will gather the information about the status of each ESR. Internally, an update of the information of each ESR has to be done every 2 months. Its main objective is therefore, to serve as an internal guideline for the project participants and ESRs, by supporting them in the development and reporting of personalized research and career development plans, and providing the corresponding criteria and templates to be used for both career development and PhD research proposals.

Due to the late start date of the researchers and impact of COVID-19, we propose to add a second version of the PCDP deliverable in order for all researchers to provide their plan. We propose the researchers already recruited provide their plan for M14 (which they have already done) and those incorporated later to provide their plan before the deadline (M19).

The intermediate version of the personal career development plans (PCDP) for each of the recruited ESRs is gathered in D1.4 and it will be submitted by the end of September 2020. This version includes already the update of the plan with the progress report of these researchers. A second intermediate version with the PCDP of the new recruited researchers will be submitted for M19 (November 2020).

All the active ESRs (11) were registered in doctoral programmes and were assigned supervisors and co-supervisors.

4 Management of the action

4.1 Project management

The DiManD project kick-off and Recruitment Event was held the 18-19 July 2019 in San Sebastian (Spain) at Mondragon University Campus of Orona IdeO-innovation city. All beneficiaries and 10 of the 17 partner organisations were represented in the kick-off meeting.

The Welcome and Induction event was held 10-14 February 2020 in Mondragon (Spain) at Mondragon University Campus. A face to face meeting of all the beneficiaries was held as part of this event. On 10 June 2020 a virtual Welcome event was held for new researchers who had been recruited after the February event.

During the first year of the project Management Board meetings were held regularly, almost every week, at the start of the project and almost once a month from February (when the Welcome and Induction event was held). This has enabled a close cooperation within the consortium and contributed to an efficient and successful start of the project; even suffering delays in the recruitment and the impact of COVID-19.

A Supervisory Board meeting was held during the kick-off meeting and regular communication has been maintained between the Management Board and the Supervisory Board informing and asking for approval (mainly related to the recruitment).

Table 6: Management Board meetings

Management Board meetings			
When	Format	When	Format
30/04/2019	Telco	22/10/2019	Telco
7/05/2019	Telco	29/10/2019	Telco
14/05/2019	Telco including partner organizations	05/11/2019	Telco
21/05/2019	Telco	12/11/2019	Telco
28/05/2019	Telco	19/11/2019	Telco
04/06/2019	Telco	26/11/2019	Telco
11/06/2019	Telco	03/12/2019	Telco
18/06/2019	Telco	10/12/2019	Telco
25/06/2019	Telco	17/12/2019	Telco
02/07/2019	Telco	07/01/2020	Telco
04/07/2019	Telco	14/01/2020	Telco
09/07/2019	Telco	28/01/2020	Telco
16/07/2019	Telco	12/02/2020	Welcome and Induction event, Mondragon
18/07/2019	Kick-off, San Sebastian	25/02/2020	Telco
23/07/2019	Telco	17/03/2020	Telco
30/07/2019	Telco	05/05/2020	Telco

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06/08/2019	Telco	03/06/2020	Telco
03/09/2019	Telco	10/06/2020	Virtual Welcome event, online
10/09/2019	Telco	07/07/2020	Telco
24/09/2019	Telco	01/09/2020	Telco
01/10/2019	Telco	15/09/2020	Telco
08/10/2019	Telco	06/10/2020	Telco
15/10/2019	Telco	20/10/2020	Telco

4.2 Risk management

The critical implementation risks already identified in the GA are:

Table 7: Critical implementation risks

Risk Number	Description of risk	Comments and taken mitigation measures
1	Delays in recruitment of ESRs	<p>Delays have had different reasons:</p> <p>No appropriate candidates found:</p> <ul style="list-style-type: none"> For ESR 1 and ESR 2: No appropriate candidates were found in the first selection processes, UNOTT (the hosting institution) analysed and defined the expected role profile. This information was added to the position advertisements links in UNOTT. <p>Ineligible candidates or candidates not accepting the position:</p> <ul style="list-style-type: none"> A ranking of three candidates was selected for each ESR in order to have reserve candidates. Nevertheless, on some occasion three of the candidates have refused the position or have initially accepted but later on not accepted it (before the completion of the recruitment), causing delays in the recruitment. <p>COVID-19:</p> <ul style="list-style-type: none"> We analysed the option of recruited researchers to start working from their origin country. This was not legally possible in some countries but it was possible for ESR4 who was recruited and started working in May 2020 from his origin country (Vietnam) because traveling was not possible at that time (and in September 2020 has travelled to Spain finally). The impact of COVID-19 on eligibility criteria checking and visa application processes has not been able to be mitigated. <p>A new risk has been identified due to the delays in the recruitment (see new risk number 14)</p>
2	Unexpected loss of key staff due to promotion/personal circumstances	Nothing to report

3	Potential overrun of budget or time	Nothing to report
4	Potential challenges with mobility and/or cultural and language adaptation to new culture	Mobility has become an issue due to COVID-19. For the moment the impact has been in the recruitments (risk number 1) and in the secondments (see new risk number 12)
5	Serious methodological problems	Nothing to report
6	Insufficient training or new training needs in not addressed topics	Nothing to report
7	Technical difficulties, unexpected scientific findings or negative results	Nothing to report
8	Lack of effective collaboration among ESRs or partners	Nothing to report
9	Problems in secondments: lack of involvement of the host, etc.	A new risk (number 12) has been identified, related to traveling restrictions due to COVID-19.
10	Conflicts between researchers: ESR-S and ESRs or among ESRs	Nothing to report
11	Risk of not leading to PhD degrees for all ESRs	Nothing to report

New risks have been detected mainly due to COVID-19 situation.

Table 8: New critical implementation risks

Risk Number	Description of risk	Proposed risk-mitigation measures
12	Lack of possibility of performing some secondments due to traveling restrictions and restrictions of hosts to receive researchers (due to COVID-19)	Review schedule for secondments and identify if they can be postponed. Plan alternative training or activities to replace the secondment in case it cannot be done or postponed. The new schedule of secondments is presented in section 0.
13	Traveling and organization restrictions for face to face events and schools (due to COVID-19)	Organize the events and schools online (School #1 will be organized online).
14	ESRs with two paces (the ESRs recruited before the COVID-19 lockdowns and ESRs recruited after)	The events and schools will be recorded in case all researchers are not recruited yet (the welcome and induction event was recorded. And a virtual shorter event was organized for the later incorporations). Ask for an extension of the project, in order the last recruited researchers to have time to finish their individual research project inside the DiManD project. For the ESRs recruited before the COVID-19, discuss with ESR-S and beneficiaries the option of the ESRs to continue participating in the project

		<p>(during the extension); and anticipate their tasks in case of this participation is not possible. For the contribution to Work package and the Integrated Project, we will work iteratively in order to have iterations with results (some researchers will be contributing to the first iterations and the late recruited ones to the last iterations and all will collaborate in the intermediate iterations).</p>
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5 Communication Activities

All full report on the dissemination and communication activities planned is documented in deliverable D6.2 Dissemination Plan, which is available in the Participant Portal. Here we include a summary.

The focus of the dissemination activities during the first year has been on setting up a project website, social media dissemination channels, designing a project logo and information material such as leaflets and a roll-up. In addition, we have disseminated the project via press releases and short articles in order to make it visible in the research communities and for the purpose of attracting the most suitable candidates for our ESR positions.

Communication activity	Description
Project website	https://dimanditn.eu/
Social media presence	Twitter: DiManD@DiManDITN LinkedIn group: https://www.linkedin.com/groups/12250010/
Press releases	11 press releases or short articles published
Dissemination material	Leaflet for recruitment Leaflet about the project Roll-up
Talks & presentations	Participation in Basque Industrie 4.0 initiative public days.
Organised events	<ul style="list-style-type: none"> Kick-off and recruitment event: Open session (to general audience) about Industry 4.0 The courses of the Welcome and Induction Event were open for researchers from beneficiaries and partner organizations

Early Stage Researchers has started with dissemination and communication activities as well:

- A paper in the workshop DepDevOps Workshop of SafeComp conference (“Towards a DevOps approach in Cyber Physical Production Systems using Digital Twins”, M. Ugarte, L. Etxeberria and G. Sagardui)
- A video recorded for an Engagement Event about Industry 4.0 in schools. The video has been recorded by M. Ugarte (ESR5) explaining what is a Digital Twin. The video together with other videos have been used in three events with schools in Spain.

The Newsletter of Year 1 was delivered in September 2020.

† In addition, ESRs will present at a minimum of two national/international conferences during their training

‡ ESRs will undertake at least one public engagement activity each year during their training and based on the existing activities of their Host Beneficiary

R = Recruitment event	WE = Welcome event	PR = Progress report (short – 2 pages)	CR = Coordination report
C = ESRs commence	W = Workshop on integrated project	K = Kick-off meeting	D = Dissemination plan and review
S = Secondment	FC = DiManD Final project conference	CA = Fully executed consortium agreement	E = End of action
F = ESRs complete	VE = Virtual Event	PCDP = For each ESR	Month 1: May 2019

In the first part (Researcher recruitment) of the Gantt chart, the starting date and ending date of researchers is observed. We ask for an extension of minimum 6 months in order all the researchers to finish their research project in the context of the project.

In the second part (training) of the Gantt, the schools are shown, initial schools have been slightly delayed and there has been a swap of two schools (from original plan). Regarding the Final Conference (FC1), the date of it has been kept in order all the researchers (also the ones finishing their contract in that month) to be able to participate. And we have added a new Final Conference (FC2) for the researchers recruited later.

In the third part (management) of the Gantt, due to the late start date of the researchers due to COVID-19, we propose to add a second version of the PCDP deliverable in order to all researchers to provide their plan. We propose the researchers recruited first to provide their plan for M14 (they have already done it) and those incorporated later to provide their plan before the deadline (M19). Supervisory board meetings are aligned with schools and new meetings are added at the end (the extension part of the project). Progress reports are shifted a bit and a new report is added at the end (extension part).

The last part (dissemination) of the Gantt is about the dissemination activities. The ESRs are the main actors of the project but they were not be able to contribute to the first dissemination plan as they were not recruited yet. We proposed a second intermediate version, the ESRs to be able to review and refine the dissemination plan with their contributions. The deadline proposed is M16 for the researchers already recruited and M19 for those researchers whose recruitment has been delayed due to COVID-19.



7 Updated Secondment schedule

Secondments were re-scheduled taking into account the new commencement date of the ESRs as well as other criteria such as encouraging several fellows to coincide in a secondment to foster cooperation among them. However, the COVID-19 pandemic has stopped almost all the secondments (at least the intercountry ones) due to traveling restrictions. A new re-scheduling proposes to postpone almost all the international secondments to spring 2021 and organize alternative training seminars online during next months. The goal of the online seminars is the researchers to receive part of the training that was planned to be received during the postponed secondments. This online training will not replace the secondments but it will give a starting training that is useful for the development of the projects.

During December 2020 and January 2021 training seminars will be organized online for the following topics (that were originally planned during the secondments):

- Agent based control (UNINOVA)
- Evolvable assembly systems (KTH)

The following Gantt chart (see Table 9, Table 10 and Table 11) shows the new schedule of the secondments, the grouping is shown with different colours, marking the ESRs that will be together.

Table 9: Gantt chart of the scheduled secondments during M1 and M24

	may-19	jun-19	jul-19	ago-19	sep-19	oct-19	nov-19	dic-19	ene-20	feb-20	mar-20	abr-20	may-20	jun-20	jul-20	ago-20	sep-20	school #1 PETRONOR & TECNALIA oct-20	nov-20	dic-20	school #2 MGEP ene-21	feb-21	mar-21	abr-21	
Months	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
Researcher Recruitment	ESR 1			R															C				MTC		
	ESR 2			R													C								
	ESR 3			R															C					IDEKO	ULMA
	ESR 4			R						C				IDEKO	IDEKO					DANOBAT			UROLA		ULMA
	ESR 5			R					C		IDEKO			IDEKO	IDEKO										ULMA
	ESR 6			R					C												INGEL		CUPER		ULMA
	ESR 7			R		C			CUPER												INGEL		CUPER	MTC	MTC
	ESR 8			R														C			SAIR			MTC	MTC
	ESR 9			R						C														MTC	MTC
	ESR 10			R							C												SAIR	SAIR	HOLOS
	ESR 11			R											C						INTROSYS	INTROSYS			HOLOS
	ESR 12			R							C														
	ESR 13			R															C				TECNALIA	TECNALIA	HOLOS (new)
	ESR 14			R					C															MTC (New)	



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Table 10: Gantt chart of the scheduled secondments during M25 and M38

		school #3 UNINOVA			school #4 STIIMA			school #5 UNOTT						
	may-21	jun-21	jul-21	ago-21	sep-21	oct-21	nov-21	dic-21	ene-22	feb-22	mar-22	abr-22	may-22	
Months	25	26	27	28	29	30	31	32	33	34	35	36	37	
Researcher Recruitment	ESR 1		UNINOVA	UNINOVA		STIIMA		KTH	KTH					
	ESR 2		UNINOVA	UNINOVA		STIIMA	STIIMA	KTH	KTH					
	ESR 3	MSI	UNINOVA	UNINOVA (New)							UNOTT (New)			
	ESR 4							KTH						
	ESR 5		UNINOVA					KTH			UNOTT		IDEKO	
	ESR 6	MGEP						CUPER	INGEL				CUPER	INGEL
	ESR 7							KTH					CUPER	CUPER
	ESR 8			SAIR								SAIR	SAIR	SAIR
	ESR 9		INTROSYS / UNINOVA	INTROSYS						INTROSYS	INTROSYS			
	ESR 10							KTH	KTH			UNOTT	UNOTT	
	ESR 11							KTH	KTH			UNOTT	UNOTT	
	ESR 12		PETRONOR					KTH						
	ESR 13						TECNALIA	TECNALIA						
	ESR 14		UNINOVA	UNINOVA				KTH	KTH					



Table 11. Gantt chart of the scheduled secondments during M39 and M54

		jun-22	school #6 KTH jul-22	ago-22	Final Conference sep-22	oct-22	nov-22	dic-22	ene-23	feb-23	mar-23	abr-23	may-23	jun-23	Final conference II jul-23	aug-23	sep-23	oct-23	
	Months	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	
Researcher Recruitment	ESR 1																		F
	ESR 2				UCTM											F			
	ESR 3				MSI		IDEKO												F
	ESR 4		DANOBAT		UROLA							F							
	ESR 5	IDEKO	IDEKO					F											
	ESR 6	INGEL					F												
	ESR 7	INGEL			F														
	ESR 8	SAIR															F		
	ESR 9				INTROSYS	INTROSYS	INTROSYS		F										
	ESR 10									F									
	ESR 11													F					
	ESR 12							UNOTT		PETRONOR	F								
	ESR 13				TECNALIA	TECNALIA								TECNALIA					F



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The Table 12 shows the updated secondments per each ESR.

Table 12: Updated secondment schedule per ESR (in bold changes from proposal)

Number of fellow	Name of fellow	Host institution	Seconded to	Month (Initial)	Duration (Initial)	Month (actual)	Duration (actual)	Goals of secondment	Justification of changes
ESR 1	Fan Mo	UNOTT	UNINOVA	M8	2	M26	2	Agent based control	Secondments have been re-scheduled taking into account the new commence date of the ESR as well as to encourage the coincidence of several ESRs in a location when their secondment have the same topic and goal. The foreseen COVID-19 traveling restrictions have been also considered for postponing these international secondments.
			KTH	M10	3	M31	3	Evolvable assembly systems	
			STIIMA	M24	1	M29	1	Manufacturing systems morphology	
			MTC	M34	1	M23	1	Industrial research context of agent control and smart manufacturing	
ESR 2	Agajan Torayev	UNOTT	UNINOVA	M8	2	M26	2	Agent based control	Secondments have been re-scheduled taking into account the new commence date of the ESR as well as to encourage the coincidence of several ESRs in a location when their secondment have the same topic and goal. The foreseen COVID-19 traveling restrictions have been also considered for postponing these international secondments.
			KTH	M10	2	M31	2	Evolvable assembly systems and Human-Robot collaboration	
			STIIMA	M24	2	M29	2	Manufacturing systems morphology	
			UCTM	M34	1	M41	1	Industrial context of distributed control systems	Secondment have been re-scheduled taking into account the new commence date of the ESR.
ESR 3	-	MGEP	MSI	M8	1	M25	1	Factory visit and development of a practical experience of CPS's requirements and	Secondments have been re-scheduled taking into account the new commence date of the ESR.
			IDEKO	M9	1	M23	1		

						design identification. Definition of the framework and the services to provide	
	ULMA	M12	1	M24	1	Specific Cyber Physical Systems basics training	
	UNINOVA	M15	1	M26	2	Big Data and Multi Agent technologies	The duration of the secondment in UNINOVA has been increased from 1 months to 2 months. The main reason for these additions is that for getting the European or international mention in the PhD program of the Mondragon Unibertsitatea 3 months of secondments abroad are needed.
	MSI	M35	1	M41	1	Development and integration of the CPSs and the development of the framework and the services defined at the companies	Secondments have been re-scheduled taking into account the new commence date of the ESR.
	IDEKO	M36	1	M43	1		
	UNOTT (new)			M35	1	Semantics for context awareness	A new secondment of 1 month in UNOTT is proposed. The main reason for these additions is that for getting the European or international mention in the PhD program of the Mondragon Unibertsitatea 3 months of secondments abroad are needed. Moreover, the new secondment is considered very valuable in the development of the research project.

ESR 4	Hien Nguyen	MGEP	DANOBAT	M13	1	M20	1	Factory visit and requirement specification and development of a practical experience of design tools and methodology	Secondments have been re-scheduled taking into account the new commence date of the ESR. The secondment in FAGOR has been changed to UROLA because FAGOR has left the project, and it has been replaced by UROLA.
			UROLA	M14	1	M22	1		
			KTH	M17	1	M31	1	Development of advance service	Secondment has been re-scheduled taking into account the new commence date of the ESR as well as to encourage the coincidence of several ESRs in a location when their secondment have the same topic and goal.
			DANOBAT	M34	1	M39	1	Integration of the new Human Centred Design methodology into the company new product and service development processes at each centre	Secondments have been re-scheduled taking into account the new commence date of the ESR. The secondment in FAGOR has been changed to UROLA because FAGOR has left the project, and it has been replaced by UROLA.
			UROLA	M36	1	M41	1		
ESR 5	Miriam Ugarte	MGEP	KTH	M8	1	M30	1	Evolvable production systems	Secondments have been re-scheduled taking into account the new commence date of the ESR as well as to encourage the coincidence of several ESRs in a location when their secondment have the same topic and goal. The foreseen COVID-19 traveling restrictions have been also considered for postponing the international secondments. The idea of the first secondment in Ideko is to get requirements and the planned date has been considered a bit late so we proposed to do this secondment before planned. The secondment has been already carried out in M11 (partially, as it was stopped due to COVID lockdowns) and it has been completed
			UNOTT	M10	1	M35	1	Self-adaptable intelligent assembly systems	
			ULMA	M12	1	M24	1	CPS and co-simulation in industrial context	
			UNINOVA	M14	1	M26	1	Agent based control	
			IDEKO	M18	1	M11, M14, M15	1	Industrial research context in digital twins for machine tools: Requirements gathering	

									in some days of M14 and M15 (in total a secondment of 1 month)	
			IDEKO	M36	3	M37	3	Final prototype development and evaluation	Secondment has been re-scheduled taking into account the new commence date of the ESR.	
ESR 6	Trunal Patil	STIIMA	CUPER	M8	2	M22	1	Factory visits and development of a practical experience on design and manufacturing of advanced PCBs and home automation systems	Due to the current situation related to the Coronavirus crisis, it has been planned to postpone the first secondment in Cupersafety and Ingel. Moreover, the total duration of this secondment has been reduced from 4 months to 2 months and it has been re-scheduled to take place in the same months for ESR 6 and ESR 7, with the aim of making it more effective for both ESRs who will be able to acquire together the common knowledge needed for their projects. Eventually, this will allow a cost reduction since the two companies are close and the ESRs will be able to share their travel and accommodation.	
			INGEL	M11	2	M20	1			
			ULMA	M13	1	M24	1	Specific Cyber Physical Systems basics training		Secondments have been re-scheduled taking into account the new commence date of the ESR as well as to encourage the coincidence of several ESRs in a location when their secondment have the same topic and goal. The foreseen COVID-19 traveling restrictions have been also considered for postponing these international secondments.
			MGEP	M14	1	M25	1	IoT and Big Data Analytics		
			CUPER (new)			M31	1	Intermediate integration and testing of the developed CPS		A new secondment in Cupersafety and Ingel (1 month in each) has been introduced during the second year of ESR 6 to allow him to perform an intermediate testing of the developed CPS
			INGEL (new)			M32	1			

			CUPER (new)			M36	1	Testing of common results with ESR7	Addition of a new last secondment of 1 month in Cupersafety. This will allow ESR 6 and ESR 7 to spend 1 month together in both companies to test the common results of their projects, while during the last month ESR 6 will be in Ingel to finalize his project.
			INGEL	M36	3	M37	2	Development, integration and testing of the CPS	The duration of the last secondment in Ingel has been reduced from 3 months to 2 months
ESR 7	Jose Antonio Mulet	STIIMA	INGEL	M8	1	M20	1	Factory visits and introduction to PCBs manufacturing & electronic mounting techniques	Two weeks done in M9. Due to the current situation related to the Coronavirus crisis, it has been planned to postpone the first secondment in Cupersafety (pending 2 weeks) and Ingel. Moreover, this secondment has been re-scheduled to take place in the same months for ESR 6 and ESR 7, in order to make it more effective for both ESRs who will be able to acquire together the common knowledge needed for their projects. This will also allow a cost reduction since the two companies are close and the ESRs will be able to share their travel and accommodation.
			CUPER	M9	1	M9 (2 weeks), M22	1		
			KTH	M12	1	M31	1	Evolvable assembly systems development	Secondments have been re-scheduled taking into account the new commence date of the ESR as well as to encourage the coincidence of several ESRs in a location when their secondment have the same topic and goal.
			MTC	M18	2	M23	2	Industrial research context and applications (electrical manufacturing and cyber physical systems)	

			CUPER	M36	3	M36	2	Testing and validation of the platform with enhanced system abilities	The duration of the last secondment in Cupersafety has been reduced from 3 months to 2 months with the addition of a new last secondment of 1 month in Ingel. This will allow ESR 6 and ESR 7 to spend 1 month together in both companies to test the common results of their projects, while during the last month ESR 7 will be in Cupersafety to finalize his project.
			INGEL (new)			M38	1	Testing of common results with ESR6	Addition of a new last secondment of 1 month in Ingel. This will allow ESR 6 and ESR 7 to spend 1 month together in both companies to test the common results of their projects, while during the last month ESR 7 will be in Cupersafety to finalize his project.
ESR 8	Fabio Monetti	KTH	SAIR	M7	1	M20	1	Training in sensor production and collection of product related data to perform the DFA and DFAA analysis	Secondments have been re-scheduled taking into account the new commence date of the ESR
			SAIR	M13	1	M27	1	Develop and test the control solution. Review the assembly line design post DFA and DFAA analysis	
			MTC	M15	2	M23	2	Develop knowledge of advanced tooling fixturing	Secondments have been re-scheduled taking into account the new commence date of the ESR as well as to encourage the coincidence of several ESRs in a location when their secondment have the same topic and goal.

			SAIR	M22	4	M35	4	Test and finalise the control and reconfiguration ability and dynamic routing to tackle capacity adjustments	Secondments have been re-scheduled taking into account the new commence date of the ESR
ESR 9	Nathaly Sylvia Rea	KTH	INTROSYS +UNINOVA	M7	1	M26	1	To get acquainted with INTROSYS architectures, methodologies and technology as well as automotive standards. During this period the ESR will also visit UNINOVA to interact with their researchers and exchange knowledge on robotics and multi-agent system programming	Secondment has been re-scheduled taking into account the new commence date of the ESR as well as to encourage the coincidence of several ESRs in a location when their secondment have the same topic and goal. The foreseen COVID-19 traveling restrictions have been also considered for postponing these international secondments.
			INTROSYS	M8	1 week	M27	1 week	One week to understand the INTROSYS industrial demonstration scenarios and equipment, the development process and also collecting data to describe processes and build/validate the system architecture	Secondment has been re-scheduled taking into account the new commence date of the ESR.
			INTROSYS	M13	2	M33	2	Coding activities and testing related to single process activities	Secondment has been re-scheduled taking into account the new commence date of the ESR
			MTC	M15	2	M23	1	Develop knowledge of advanced tooling fixturing	Secondment has been re-scheduled taking into account the new commence date of the ESR as well as to encourage the coincidence of several



									ESRs in a location when their secondment have the same topic and goal.
			INTROSYS	M38	3	M41	3	Final coding and testing of the whole approach	Secondment has been re-scheduled taking into account the new commence date of the ESR
ESR 10	Luis Estrada	UNINOVA	HOLOS	M9	1	M29	1	Training on Big Data Processing	Secondment has been re-scheduled taking into account the new commence date of the ESR as well as to encourage the coincidence of several ESRs in a location when their secondment have the same topic and goal.
			SAIR	M11	2	M22	2	Experience what concerns sensor production and data collection mechanics towards supporting Big Data solution implementation based on device information	Secondments have been re-scheduled taking into account the new commence date of the ESR. The foreseen COVID-19 traveling restrictions have been also considered for postponing these international secondments.
			KTH	M15	2	M31	2	Evolvable assembly systems	Secondments have been re-scheduled taking into account the new commence date of the ESR as well as to encourage the coincidence of several ESRs in a location when their secondment have the same topic and goal. The foreseen COVID-19 traveling restrictions have been also considered for postponing these international secondments.
			UNOTT	M19	2	M35	2	Usage on context awareness in the construction of a Big Data solution of evolvable device configuration at the shop-floor level	Secondments have been re-scheduled taking into account the new commence date of the ESR as well as to encourage the coincidence of several ESRs in a location when their secondment have the same topic and goal.
ESR 11	Terrin Babu Pulikottil	UNINOVA	HOLOS	M9	1	M24	1	Training on Big-Data Processing, with the focus on device energy consumption	Secondments have been re-scheduled taking into account the new commence date of the ESR as well as to encourage the coincidence of several ESRs in a location when their secondment have the same topic and goal.
			INTROSYS	M11	2	M20	2	Multi-agent control and energy consumption data collection towards	

								feeding a Big-Data solution	The foreseen COVID-19 traveling restrictions have been also considered for postponing these international secondments.
			KTH	M15	2	M31	2	Understanding on energy reduction potential and mechanisms in an evolvable assembly system	
			UNOTT	M19	2	M35	2	Knowledge in agents towards supporting context awareness solutions	
ESR 12	Muhammad Bilal	TECNALIA	PETRONOR	M18	3	M26	1	Understand oil refinement processes from the process control and automation perspective	The secondments hosted by Petronor have been re-defined: The first secondment's duration has been reduced to 1 month. As there are in total three one-month secondments planned.
			UPV	M12	1	Once a week (master classes)	1	Robotics training	Regarding the secondment at the University of the Basque Country it will be arranged aligned with master classes so they will be done once a week or one day every two weeks.
			PETRONOR	M28	1	M37	1	Prototype development	Secondments have been re-scheduled taking into account the new commence date of the ESR
			PETRONOR	M37	1	M45	1	Final presentation of results	Secondments have been re-scheduled taking into account the new commence date of the ESR
			UNOTT (new)			M43	1	Self-adaptable intelligent assembly systems	One month secondment at UNOTT has also been planned to allow the ESR abroad exposure.
ESR 13	Masoume Razagui	PETRONOR	UPV	M12	1	Once a week	1	Training in Deep Learning	Regarding the secondment at the University of the Basque Country it will be arranged aligned

						(master classes)			with master classes so they will be done once a week or one day every two weeks.
			TECNALIA	M18	4			Technology and knowledge transfer from TECNALIA to Petronor	The original 4 month secondment has been replaced by 3 secondments (8 months in total) in TECNALIA.
			TECNALIA (new)			M22	2	Training in deep neural networks	The main reason behind this change is to work closely with the colleagues in Tecnalía and to be part of the PhD student group therein, In addition, there is an strong knowledge in deep learning techniques, not just based on theoretical approaches, but also with real use cased that will help the candidate in her PhD.
			TECNALIA (new)			M30	2	First model evaluation of the hybrid predictive approach	
			TECNALIA (new)			M41,M42 and M49	3	Final evaluation and improvement of the models developed for the use case	
			HOLOS (new)			M24	1	Training on Big-Data Processing	The addition of the new secondment in HOLOS is in order to have a transnational secondment as all the researchers should have at least one transnational secondment.
ESR 14	Hamood Ur Rehman	TQC	UNINOVA	M8	3	M26	2	Develop understanding of multi-agent technology and study the conceptualisation and programming of agents systems	The original 3 month secondment to UNINOVA is reduced to two months (M26 & M27) in line with other ESRs. Hamood requires knowledge of the fundamentals of agent technology early in the cycle, and to this end we feel he is able to self-train, with support and resources from UNOTT if required. The M26-27 secondment becomes an opportunity for collaborative alignment and sharing of agent approaches rather fundamental training.
			KTH	M12	2	M31	2	Evolvable assembly systems and Human-Robot collaboration	Secondment has been re-scheduled taking into account the new commence date of the ESR as well as to encourage the coincidence of several

									ESRs in a location when their secondment have the same topic and goal.
			MTC (new)			M23	1	Industrial research context of agent control and smart manufacturing	The month deducted from the UNINOVA secondment is replaced with a month at MTC (M23), which provides an opportunity to experience the industrial context of agent control and smart manufacturing. This is relevant to ESR14' research topic.



8 Impact of the Action

8.1 Impact of the individual ESR

The Welcome and Induction Event provided training to ESRs about topics such as team building, IP management, inclusion of gender in research, inclusivity and diversity, Responsible Research and Innovation, entrepreneurship, communication skills, leading and managing remote teams, etc. which will be very important in the development of their research projects as well as in their research career. Moreover, in the technical work packages, the researchers are working together and acquiring capacities for online and collaborative team work.

8.2 Impact on the involved institutions

The recruited ESRs have had a positive impact both locally, nationally and internationally. At the institutional level, all ESRs have engaged positively with local researchers to enhance the capability of each local laboratory, research group and institution. Additionally, those ESR (ESR 5 and ESR 7) that have completed secondments during their secondments at a host institution has added value to the local groups' knowledge and understanding.

The project has not only allowed interaction between ESRs, but has opened opportunities between institutions within the EU to foster collaboration.

9 Conclusions

Prolonged recruitment and the impact of COVID-19 has caused considerable delays in the DiManD project and created new risks and challenging situations that we are addressing. The new risks which we have identified will be monitored in order to assure a successful project

Fortunately, most of the ESRs are now recruited and working in the project successfully. The events and deliverables have been rescheduled in order to meet the objectives of the project.

10 Versions

D1.5 Progress Report	
Version - Date	Comments & Recommendations
0.1 – 01/09/2020	First version
0.2 – 15/09/2020	Complete version
1.0 – 19/09/2020	Internally Reviewed version
2.0 – 16/10/2020	Updated version with updated Gantt diagram of the project, updated secondment schedule and applicants distribution by gender, country and nationality.
3.0 – 02/12/2020	Updated version with feedbacks and new inputs received from the partners and supervisors.