Launch of 360 CARLA

A New Horizon in Photonics Career Development

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After the success of the CARLA project, the European consortium, coordinated by ICFO, has launched the **360 CARLA project**, a comprehensive career development initiative aimed at shaping the future of photonics professionals.

On the 25th of January, Thursday, 12 partners of the consortium met at ICFO in Barcelona to kickstart this new initiative, setting goals and planning the next steps to hit the ground running. The project's overview, along with detailed plans for work packages and main tasks, was presented by the leading partners. Additionally, a fruitful discussion took place during an evening working group session, where partners started developing the master lines that will define **the photonics career development programs by applications verticals**.

The 360 CARLA project is a 2.5-year European Union-funded endeavour that builds upon the achievements of CARLA. It aspires to create cohesive career development programs focusing on four application verticals: **Health (Biotech and Medical Photonics), Quantum Technologies and Communications, Energy, Environment, and Sustainability, and Manufacturing and Industry 4.0.**

Objectives of the 360 CARLA project include:

Create and consolidate the 360 career development programs that will nurture photonics careers across different verticals;
Offer participants a comprehensive understanding of the photonics ecosystem, supported by mentoring, innovation exposure, and tailored training;
Provide a well-rounded view of photonics careers in specific market sectors contributing to the strengthening of Europe's leadership in the field;
Encourage entrepreneurship, innovation and diversity in the field of photonics.

The 360 CARLA emphasizes collaboration with stakeholders such as industry, academia, policymakers, HR experts, and targeted audiences like university students and early career researchers. To ensure the success of the project, insights from an advisory board of experts for each vertical will be gathered, shaping effective career development programs tailored to each vertical.
Key components of the 360 programs encompass **themed symposiums** in a hybrid format inspired by the successful CARLA camps. Additionally, specialized**training workshops and organizational visits** aim to enrich innovation and entrepreneurship experiences. **Mentoring opportunities and networking sessions** will be integrated to these components.
Another crucial element of the 360 CARLA project is the **creation of a database of internship opportunities**, developed in collaboration with organizations and industries. This initiative aims to enhance participants' employability by providing valuable real-world experiences.
The project also places a strong emphasis on **promoting diversity within its programs and is committed to documenting best practices**.
To ensure that the community stays informed, all news and activities related to the 360 CARLA project will be shared through the CARLAhub social media channels, facilitating widespread communication and engagement: Instagram , LinkedIn, YouTube, via @ECOPalliance in X.

About 360 CARLA
The 360 CARLA project signifies a collective commitment to foster the next generation of photonics leaders, encouraging innovation, diversity, and growth in the field.?The project brings together a consortium of 12 partners, including ICFO (coordinator of the project), Photonics Austria, Max Born Institute, Politecnico di Milano, Institut d'Optique, International Laser Centre, Vrije Universiteit Brussel, Delft University of Technology, Photonics Sweden, Photonics Finland, European Optical Society, and SwissPhotonics as an associated partner.
360 CARLA project aims to highlight the various career launch paths in the field of Photonics, which involve training, mentorships, experiences and symposiums. Photonics has emerged as a major technology that has significantly impacted numerous fields, including

communications, medicine, energy, and manufacturing. This technology encompasses the study of light and its properties, which has led to the development of numerous innovative products and services. Photonics-related careers are diverse, and they offer exciting opportunities for professionals with different interests, from researchers to technicians. Herein, we aim to organize tailored experiences, training, mentorship, and symposiums to individuals and provide them with a deeper understanding of the many applications of photonics, the skills required for specific careers, and guidance on the best way to launch their career paths focusing on innovation and entrepreneurship.

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