

Results from our TANDEM Workshop

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The Workshops at the 2015 Euraxess conference

- WS_1: Communication, promotion and social media
- WS_2: New service development: institutional support in terms of current and new services offered
- **WS_3: Build your own Dual Career and Integration Strategy!**
- WS_4: Career development services: what's in it for Euraxess?
- WS_5: The international dimension of Euraxess
- WS_6: Intercultural Dialogue: Towards a better understanding of Asian Culture

EURAXESS facilitates mobility in Europe....

- The Tandem project's overall goal was to strengthen the EURAXESS activities by adding a complimentary focus on dual career and integration aspects.



TaNDem


euraxess 
RESEARCHERS IN MOTION

Why dual career aspects?

- A growing number of **young researchers** are on the move as **dual career couples**.
- The **universities and research institutions** have to address this fact if they want to attract talented young researchers.
- The **attractiveness** of universities and research institutions is no longer defined just by an excellent research environment, but by additional practical integration factors and **most of all career prospects for both partners**.

First results: Country specific brochures

- Out of the survey: Identified Country Issues
- Country specific recommendations & action plan



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TANDEM PROJECT OVERVIEW	IDENTIFIED COUNTRY ISSUES SWITZERLAND
<p><i>TANDEM stands for Talent and Extended Mobility in the European Innovation Union.</i></p> <p>The 2 year project (October 2012 - 2014) combines Dual Career (DC) and Recruiting Offices with the Euraxess Service Centres (ESC). The team members from different academic institutions in Europe will</p>	<p><i>In 2013, 976 researchers and their partners from the two ETHs and the 10 Universities participated in a survey. The focus of the survey was to explore obstacles and strengths which international researchers and their families face, while living and working in Switzerland.</i></p> <p><small>* Print below a summary of four responses from the survey.</small></p>



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Recommendations

- Based on the results of the survey, the TANDEM project developed a modular system which allows Universities and research institutions to introduce new measures (or adapt existing measures) to reduce obstacles and create an easier transition for internationals and their families in each specific country.
- The strength of the modular system is that it is adaptable to each institution's mobility situation. Each institution will have to make a self-evaluation of it's current needs and services so that, the offered modules can be used in an efficient and useful way.

Implementation in

The survey shows that in Denmark, the main issues international researchers and their families face, can be divided into two parts:

1. *Practical issues (administration, housing) just upon arrival*
2. *Social issues (language, network) a few months after arrival*

To tackle these issues the following BRICKS will require focus and special attention to ensure improvements:

1. Support with administration
- Database temporary/permanent housing and

www.euraxess-tandem.eu/publications/

Identified Country Issues - Switzerland

- **Housing and Childcare** are the major obstacles for international researchers shortly after their arrival
 - **Language and Culture** issues rank as a main obstacle faced by nearly a quarter of internationals.
 - **Social and Professional Integration** is a major challenge for internationals in a perceived «closed society» that makes it difficult to get in touch with local and thus makes it difficult to integrate.
 - **Dual Career Services** could make a crucial difference because most doctoral and postdoctoral researchers have partners that are professionally ambitious.
- **Action Plan** for short-term issues and for longer-term issues

Some conclusions from our survey

- DCIS vary widely between European countries
 - DCIS helps the long-term integration of researchers situation and extending the much needed talent pool
 - Countries will remain highly reliable on migration within scientific field (talent shortfall)
 - Practical Information and Assistance is very much appreciated and needed
 - Work-Life-Balance & fix the leaky pipeline
 - Do not forget to promote your own talents
 - Take better advantage of highly educated partners of first hires
 - Efforts from both sides (researcher sand institution) are needed for successful private as well as professional integration
 - Problem: country restrictions
- => Expectations from the researchers' side and the possibilities from the institutional side seem not to be too far away from each other**

Every country and every institution is different...

- We need to think of different Dual Career and Integration Strategies (DCIS) – Strategies and different ways of implementation
- So we decided to develop a modular system.

The benefit for EURAXESS and others

TANDEM

- provides a variety of building bricks of dual career and integration initiatives....
-which can be used by each EURAXESS member as **service moduls** according to the **national or local specific needs**, goals, as well as social and cultural border conditions.



The benefit for EURAXESS

TANDEM

- recommends the EURAXESS network on the adequate and sustainable use of the modular building bricks of Dual Career and Integration modules.



- Country specific brochures
- Recommendations of how to use the «modules» / «bricks»

Result: Modules - How to use them?

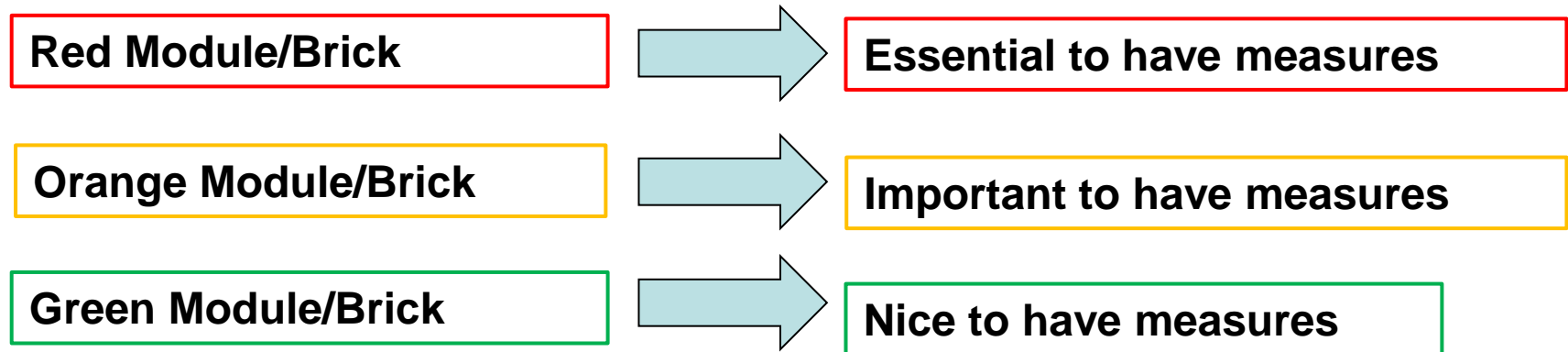
- Definition of a set of bricks/modules including both dual career and integration measures
- Institution can choose their bricks and work with them
- Recommendations of how to use the bricks
- Institution should use the bricks based on the measures which fit their specific country situation:

→ Definition of criteria:

- WHY: what is the added value?
- PHASE/STAGE: when should the researcher get the service? How often?
- RESOURCES: what does it cost? Money? Time? Human Resources?
- WHO: should offer the service?
- TARGET GROUP: first hire, second hire, both, spouse/partner
- METHOD: how should this measure be applied? What is crucial?
- IMPORTANCE: colour system “traffic light”

Specific classification of the modules

Each institution assigns the module with a specific colour which matches its current situation



Contact keeping and networking moduls:

Build your own Dual Career and Integration Strategy

- Social media groups, other networks
- Newsletters for researchers abroad
- Specialised forum/blogs
- Online tools with professional focus: webinars
- Alumni associations
- Representation abroad: e.g. cooperation with EURAXESS Links

Assistance with identification of job opportunities modules

Build your own Dual Career and Integration Strategy

- Database: (reintegration) funding possibilities
- Job vacancies outside home institution
- Personal assistance: Support with international, national, local and internal funding possibilities
- Workshops and events abroad (general and professional)

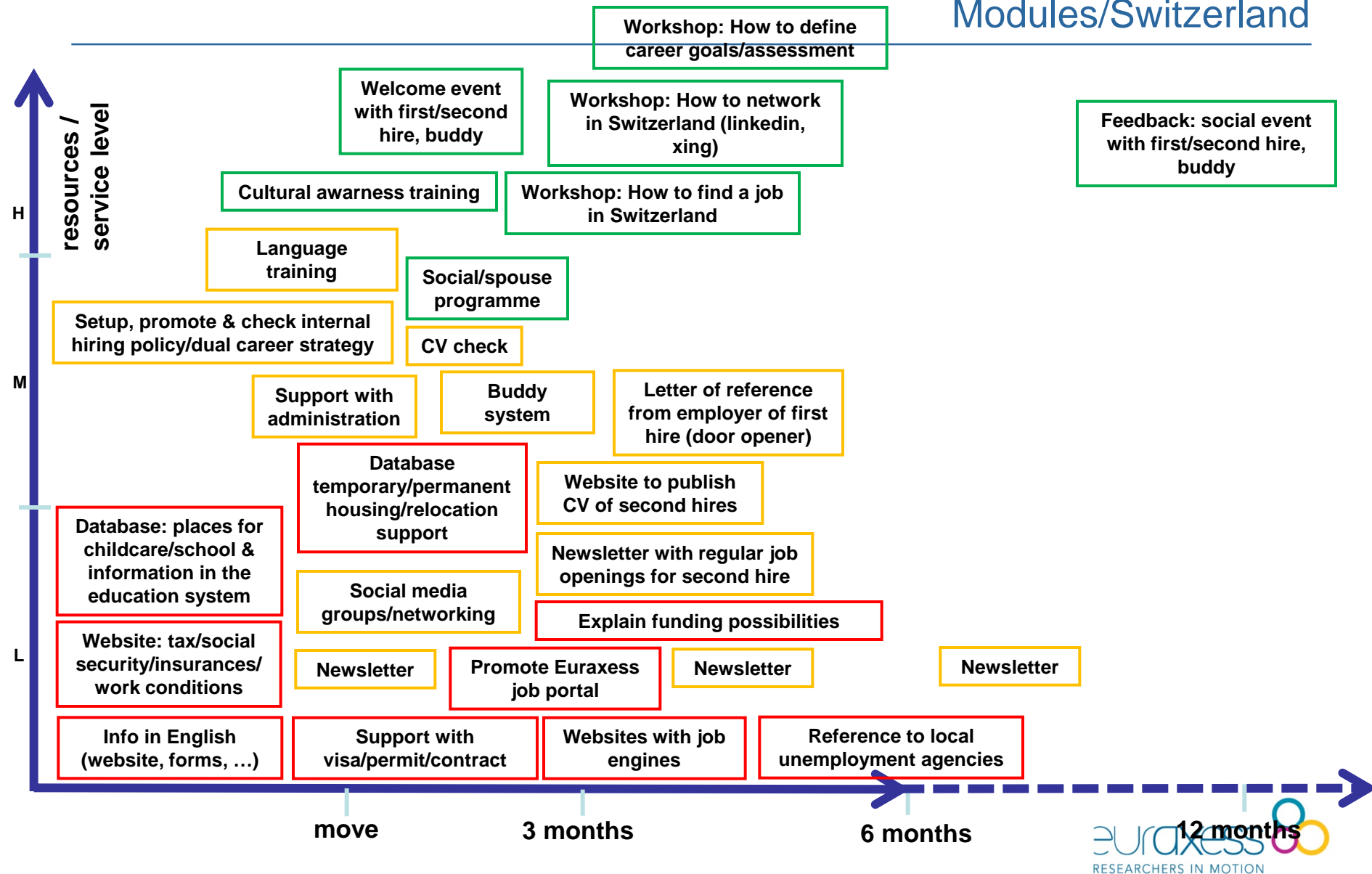
Assistance and reintegration process modules II

Build your own Dual Career and Integration Strategy

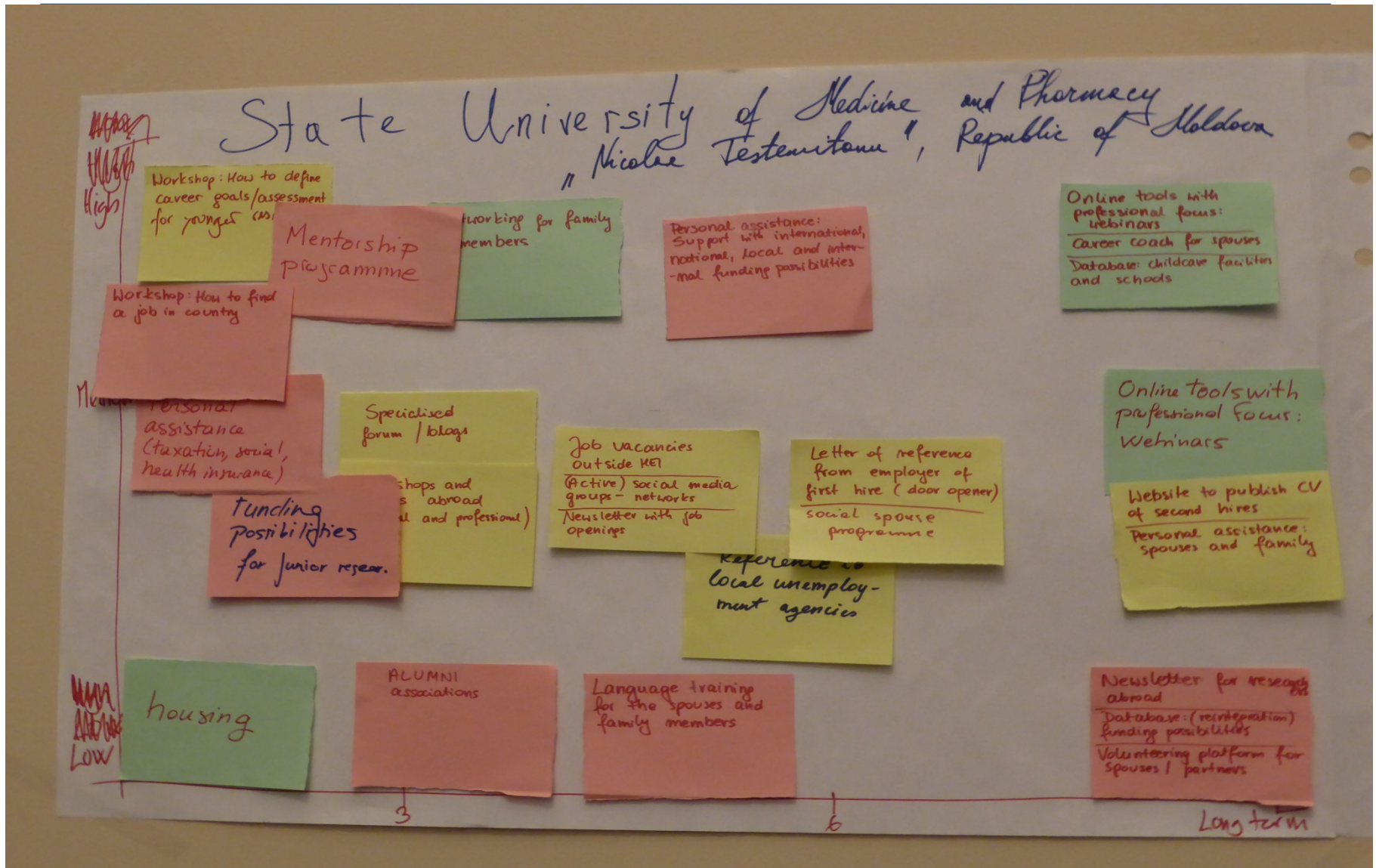
- Language training for the spouses and family members
- Reference to local unemployment agencies
- Workshop: How to find a job in country
- Letter of reference for employer of first hire (door opener)
- Newsletter with job openings
- Workshop: How to define career goals/assessment
- Website to publish CV of second hires
- Career coach for spouses/partners

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Modules/Switzerland



The Modules



PUBLICATIONS & DELIVERABLES

READ OUR REPORTS ON THE TANDEM SURVEY

- Analysing the chances and risks of mobile researchers and their partners/families within Europe (Updated December 10th 13, including more diagrams and statistics)
- Pilot implementation of DCIS strategy in TANDEM project countries
- Review on research mobility patterns and their determining factors in TANDEM project countries

NATIONAL BROCHURES

- Estonia