

Managing expectations and services at arrival stage

How to provide and deliver a matching set of services for incoming international staff and scholars arriving from risky conditions?

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Supporting international researchers at arrival stage
HEI LIFE Subproject 1: National welcome package

HEI LIFE

Higher Education
Institutions' Support
for International
Academics and Staff –

Living,
Integration,
Family and
Employment
in Finland.



Tampere University
Tampere University of Applied Sciences

Subproject 1: National welcome package

I Found out about the current and best practices in supporting and advising the incoming international researchers and staff when they arrive from abroad to work at Finnish HEIs

II Produced information and materials for

- international researchers and their families arriving in Finland
- work teams and HEI community welcoming international researchers

III-IV Engaging international researchers and their work teams

V Adapting, modifying and piloting best practices

VI Sharing materials on [EURAXESS Finland](#)



U ka mātua ke kōwhiri a ka hahi.

The parent is the support that holds the
household together.

— Whakataunga: Heiwhaitiri Pihiri, Heiwhaitiri Pihiri
Ki Te Whānau Kōwhiri.

A sense
of
CUL
place
TU
that
fosters
the
RE
human
spirit

Service package materials

Incoming international researchers and their families

- Information and support needs prior to arrival and after arrival
 - Immigration and settling-in
 - Finnish culture and society
 - Services and support available for families, children and spouses
 - Finnish work culture
 - Learning Finnish

Work teams and HEI community

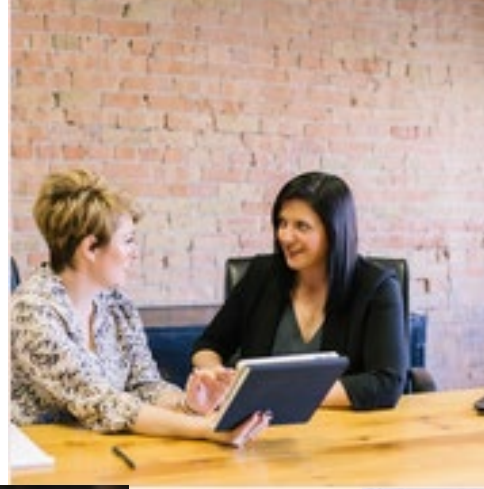
- Networking and peer support among academics and staff
- Raising cultural awareness and developing intercultural competences within HEI community
 - Support for the development of work cultures in the teams welcoming international researchers
 - Integration into workplace, integration as a two-way process
 - Diversity and Inclusion: support for fostering a diverse and inclusive workplace



Digital Guide

- **Produced** for international researchers and their families coming to work for Finnish higher education institutions
- **Complementing** the information provided by the International HR at HEIs
- **Available** on [EURAXESS Finland](#)

- **Linking** to information on
 - [Infofinland.fi](#), City of Helsinki & InfoFinland member municipalities
 - [How to come to work in Finland](#), Digital and Population Data Services Agency
 - Regional International Houses & Talent Hubs, Relocation guides [Helsinki](#), [Tampere](#), [Turku](#), etc.,
 - [Work in Finland](#), Ministry of Economic Affairs and Employment
 - MOOCs [Finland Works](#), [Design a Meaningful Career](#), [Future of Work](#), Aalto University
 - And many more





Welcome to the meeting of the network for international academics and staff at Tampere Universities. You are invited to come and network with other internationally minded academics and staff members!

The Network for International Academics and Staff provides peer support for newcomers in our higher education community. Network meetings are intended for internationally minded researchers, grant researchers and staff members at Tampere University and Tampere University of Applied Sciences.

If you have recently arrived from abroad and started to work for our universities or if you wish to share experiences and offer support to colleagues who have recently arrived, this network is for you!

In spring semester 2022, the network meets 1-2 times per month.

[Registration for the April meeting is open >>](#). Please register by Thu 21 April at 18:00 the very latest.

Meetings are organised in collaboration with the HEI LIFE project supporting the integration of international employees in higher education institutions. Read more about the [HEI LIFE project >>](#)

Network for International Academics and Staff

Networking and peer support

- Settling-in
- Adapting to a new culture
- Well-being
- Finnish working life and integration into workplace
- Integration as a two-way process
- Support for learning Finnish
- Support for the development of intercultural competences and diverse work cultures in teams

- Case: Learning Finnish together

Case: + Learning Finnish

Communicating & Connecting

- 82 international staff members studying Finnish (independent study: mobile phone application; or suggestopedia group in a local language school)
- Six peer meetings in May-August 2022: soccer game, pub quiz, park concert, lunch at Farmer's Market, board game meeting, Finnish Learning Party
- Teams channel Opi suomea – Let's learn Finnish



Welcome to get ideas and inspiration on how to understand and encounter diversity and inclusion (D&I) in the workplace!

Get ideas and insights on

- How to understand and see diversity as an opportunity for the team
- How to unleash the potential of different people and their skills
- Perspective on supporting and strengthening inclusion; and
- How to encounter professionals from different cultural backgrounds as individuals.

Get inspiration and tools on

- How team members can work together to find new solutions and learn from different perspectives; and
- How diversity and inclusion can be promoted in the workplace from an individual and organisational perspective.

Language of the workshop and the materials is English. Keynotes (video recordings) have been prepared by **Jasmin Assulin** and **Iina Salminen**, DEI Specialists, deidei Oy.

The event is intended to all staff members at Tampere University.

Training on diversity & inclusion



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HEI LIFE Subproject 1

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