



TANDEM

TANDEM PROJECT OVERVIEW

TANDEM stands for Talent and Extended Mobility in the European Innovation Union.

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 strengthen ESC activities by adding a complimentary focus on DC and integration solutions.

TANDEM will:

- Analyse basic requirements for the successful implementation of DC and integration initiatives.
- Develop a systematic and modular approach to Dual Career and Integration Services.
- Provide insight on brain circulation by determining if Dual Career and Integration Initiatives can influence this aspect positively.

TANDEM Team:

- ETH Zürich (Switzerland) (Coordinator)
- CERTH (Greece)
- SAIA (Slovak Republic)
- University of Copenhagen (Denmark)
- University of Tartu (Estonia)

IDENTIFIED COUNTRY ISSUES SWITZERLAND

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.

* Points below are a summary of key responses from the survey

- **Housing and Childcare** are major obstacles for international researchers shortly after their arrival. There is a lack of both affordable childcare facilities and suitable housing for the price range or location that they require.
- **Language and Culture** issues rank as a main obstacle faced by nearly a quarter of internationals. Language courses and cultural awareness trainings could make a difference in this respect.
- **Social and Professional Integration** is a major challenge for internationals in a perceived “closed society” that makes it difficult to get in touch with locals and thus makes it difficult to integrate. Networks and career development courses are needed.
- **Dual Career Services** could make a crucial difference because most doctoral and postdoctoral researchers have partners that are professionally ambitious.

Find all publications at
www.euraxess-tandem.eu
and visit our final conference on 5/6 June 2014 in Zurich

Recommendations

- Based on the results of the survey, the TANDEM project developed a modular support 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.
- 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 its current needs and services so that the offered modules can be used in an efficient and useful way.
- The TANDEM project defined a set of modules that includes both Dual Career and Integration Measures which institutions can work with. The modules are further defined by adding several criteria. (e.g. resources, target group, time, importance). These recommendations allow to use the measures in a most efficient and ideal way.
- Each institution will be able to introduce these modules considering the above recommendations to make allowance for institutional or country specific situations.
- Example of modules: Welcome Package, CV check, Information in English, Support with Visa, Professional Career Development, Promotion of Euraxess Job Portal, ...

Action Plan

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

1. *Short-term issues within the first three months of their arrival (housing, child-care, schools)*
2. *Longer-term issues (language & culture, building networks, Dual Career Services) a few months after arrival*

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

1.
 - Improve the information on childcare/schools and invest in more facilities
 - Database temporary/permanent housing and relocation support
 - Websites (how to...) and forms in English on the education system
 - Invest in professional dual career and integration services for PostDocs
2.
 - Welcome event(s)
 - Social/Spouse programme(s)
 - Language training
 - Social media groups/networking
 - Cultural awareness training
 - Professional Career Advice (Career Development)

Swiss Partners

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Outlook

- Compare concrete modules and sharing experiences with other stakeholders in Europe
- Implement more guidelines and overviews for researchers
- Evaluating the implementation of the modules and evaluating the results through a survey