

EU-Projekt EURAXESS TOP III

Analysis of Dual Career Services in Austria

1. Österreichweites Dual Career Netzwerktreffen | 29. November 2016 | MontanUni Leoben



Maria Unger, OeAD | Euraxess Austria



How can we help you?

I am

Please select



I want

Please select



SEARCH

Welcome

EURAXESS - Researchers in Motion is a unique pan-European initiative delivering information and support services to professional researchers.

Backed by the European Union and its Member States, it supports researcher mobility and career development, while enhancing scientific collaboration between Europe and the world.

EURAXESS connects researchers and entrepreneurs, allows universities and businesses to find talent and provides information about projects and funding.

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ENTREPRENEURS

RESEARCH ORGANISATIONS & UNIVERSITIES

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At EURAXESS you can find thousands of job offers, funding opportunities and get free assistance when changing countries for work. Join the many researchers who have already taken advantage of EURAXESS and boost your career!

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- Jobs and funding
- Internships
- Entry conditions
- Taxation
- Social Security
- Pension
- Family issues
- Language courses
- Accommodation
- Daily life



How can we help you?

I am

Please select



I want

Please select



SEARCH



Guide for Taxation of Income of
Researchers in Austria



Researcher's Guide to AUSTRIA

Welcome to Austria!
Willkommen in Österreich!



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RESEARCHERS IN MOTION

Euraxess TOP III – The Researcher in Context

- **Objective**

Gathering and analysing information and good practices on **dual career advice and integration issues** for the international researchers.

Developing modules and recommendations on how to use these services.

- **3 meetings** about Dual Career and Integration Services

- Analysing → 2./3. Mai 2016 in Vienna

- Evaluating

- Recommendation + definition of modules and good practices

- **Output**

- Modules on Dual Career and Integration Services – report

Expert/innengruppe

Country	Experts	
Denmark - Task leader	Mark de Vos (UCPH)	Mary K. Kobia (UCPH)
Switzerland - Lead beneficiary	Madeline Luethy (ETH Zürich)	Natacha Rault (University of Geneve)
Austria - Beneficiary	Maria Unger (OeAD)	Rotating (IST Austria, Graz University of Technology, Vienna University of Economics and Business)
Norway - Beneficiary	Kathrine Vangen (RCN – NTNU)	
Germany	Marlar Kin (Goethe-Universität Frankfurt am Main + DCND)	Kerstin Melzer (University of Konstanz + DCND)
The Netherlands	Mirjam Baars (University of Tilburg)	Willem van Hoorn (University of Eindhoven)

A group of people are seated around a large, round white table in a modern meeting room. They are engaged in a discussion, with some looking towards a man standing at the front of the room. The man is wearing a plaid shirt and jeans, and is gesturing with his hands as he speaks. Behind him is a large projection screen displaying a presentation slide. The slide has a yellow background and the text "Digital Career & Social Integration Services" and "Cooperation". To the left of the man is a whiteboard with handwritten notes. To the right of the man is a small table with a laptop and other items. The room has a high ceiling with recessed lighting and a large window. There are several other people in the room, some sitting at other tables and some standing. The overall atmosphere is professional and collaborative.



Analysing 2./3. Mai 2016, Vienna

- **AT Teilnehmer/innen**

Armanda Pilinger, TU Graz

Nicole Rogaunig, WU Wien

Ewa Vesely, TU Wien

Johannes Dollinger, IST Austria

Anna Dickermann, BMWWF

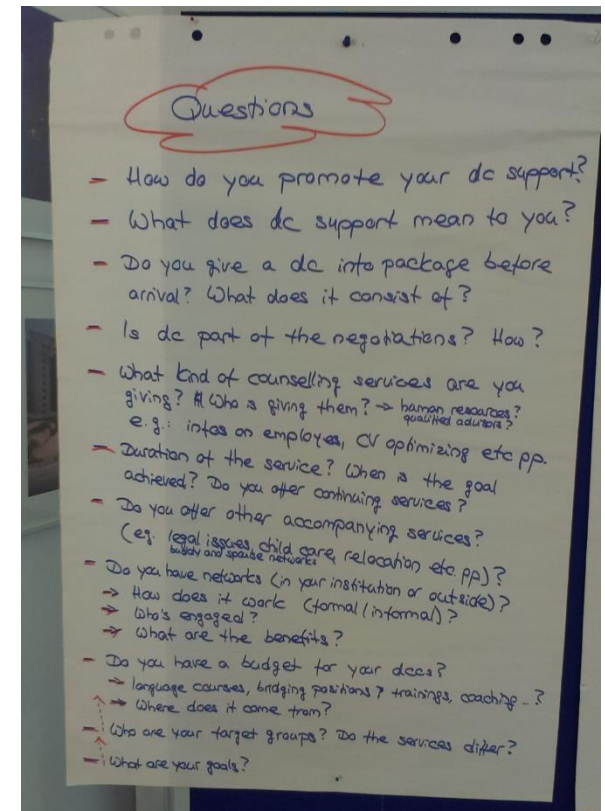
Maria Unger, OeAD



Analysing 2./3. Mai 2016, Vienna

◦ Inhalt

- Presentation der österreichischen Dual Career Service-Netzwerke und -aktivitäten (2 Vorbereitungs-Meetings im OeAD)
- Besuch des OeAD-Gästehauses "Green house" in der Seestadt
- Erörterung der Zielgruppen und Services
- Erstellung von Fragen für einen (Interview)Fragebogen



Analysis of existing Dual Career (DC) Services in [Continue questionnaire](#) [Disclaimer](#)

Austria



Sehr geehrte Damen und Herren,

im Rahmen des Euraxess TOP III-Projektes sollen bestehende Dual Career (DC) Services in Dänemark, Deutschland, der Schweiz, der Niederlande und Österreich analysiert, evaluiert und folgend Empfehlungen für DC and Social Integration Service-Module verfasst werden.

Mittels dieser Umfrage laden wir Sie ein, uns Ihre Erfahrungen mit Dual Career Services in Ihrer Institution bekanntzugeben.
Alle Dual Career Service-Anbieter/innen an österreichischen Hochschulen und Forschungseinrichtungen sind eingeladen, an der Umfrage teilzunehmen!

Hier finden Sie den gesamten Fragebogen als Vorschau. Um die Online-Umfrage zu starten, klicken Sie bitte auf den Link, den Sie per E-mail erhalten haben. Die Beantwortung kann unterbrochen werden, bitte notieren Sie hierfür den Unterbrechungs-Code, um wieder ins System einsteigen zu können.

Die Teilnahme an der Befragung ist bis **Freitag, 21. Oktober 2016** möglich.

Wir freuen uns über ein reges Feedback!

next →

Analysing 2./3. Mai 2016, Vienna

- rund 70 Personen an **46 Organisationen** an österreichischen Hochschulen (Universitäten, FH) und Forschungseinrichtungen (18)
- Umfrage war rund **2 Monate** geöffnet (19. Aug. - 21. Okt. 2016, Reminder am 26. Sep.)
- **Rücklauf:**
 - 3 Rückmeldungen, dass sie noch keine Erfahrung mit DCS haben
 - 4 unvollständige Online-Antworten
 - 12 vollständige Antworten** (davon 3 Forschungseinrichtungen)

Herzlichen Dank für Ihre/Eure Beteiligung!

What kind of DC services do you offer for job seeking partners?

n=13

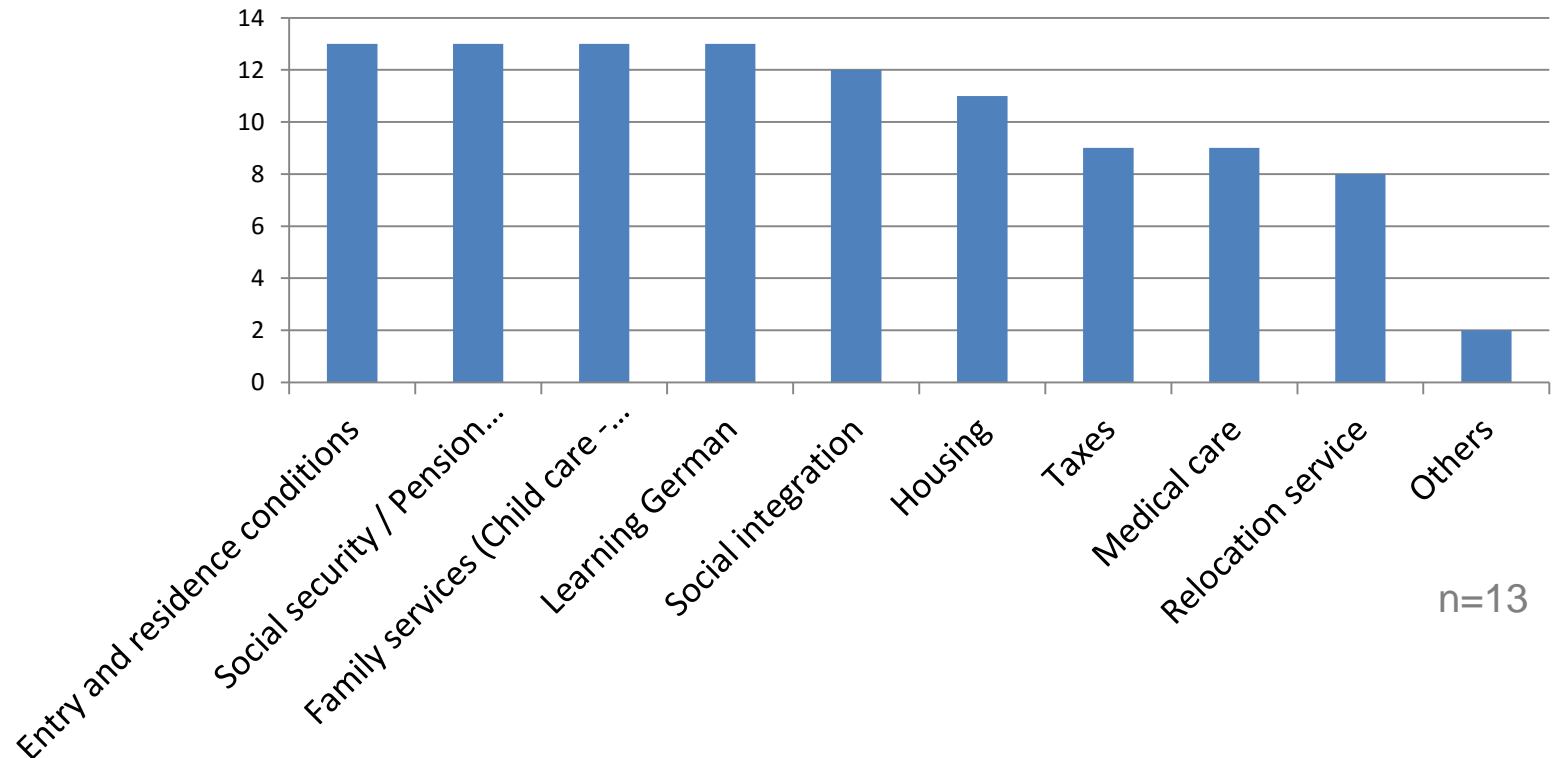
- Identifying of concrete job opportunities (11)
- Matchmaking with suitable employers (9)
- Support in recognition of diplomas (9)
- Training in CV writing and/or job interviews (8)
- Coaching (5)

DCS is outsourced:

- WWTF Dual Career Service
- Dual Career Service network for Vienna, Lower Austria, and Upper Austria
- CINT Club International
- in cooperation with other institutions and trainers



What kind of further Dual Career (DC) services do you offer?



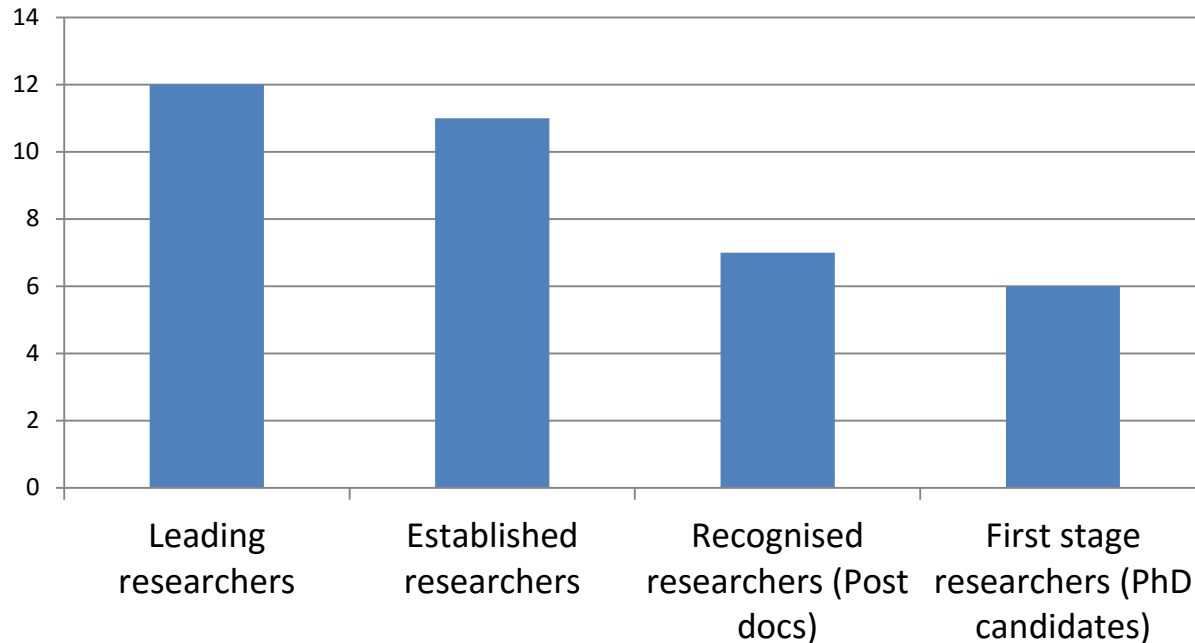
Support by

- Club International, CINT supports our welcome services team as well as via our network partners
- Relocations services are offered by external companies.

TARGET GROUP

Who are you offering DC services to?

n=12

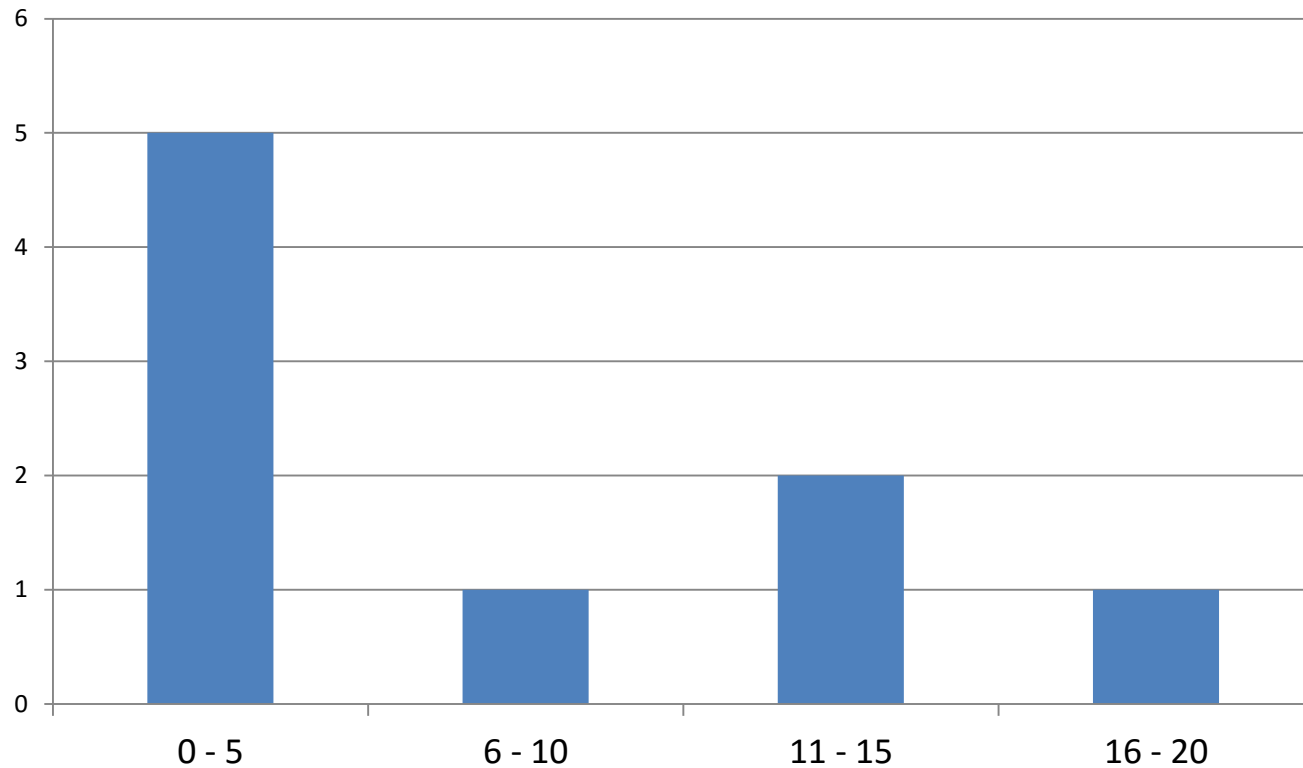


Are these services exclusively/specifically for DC couples?

- The **extend** of the support varies among these groups.
- The service is open to **newly appointed professors and administrative managers**
- Dual Career in the sense of **job search support** for the partner is provided **only for Senior Faculty members**; other welcome services and advice is offered also to other members of the scientific or administrative staff
- Individual advice and support **only for newly appointed professors** and their partners/families

Approximately how many partners/spouses do you have (per year)?

n=9



Do you have a dual career policy?

n=11

- Yes (3)
- Universities as member of the Dual Career Service of the Styrian Universities have a **Letter of Intent**.
- Guidelines (1)
- “There's a **comment in the performance agreement** of the university.”



At what time of the relocation process do you step in to offer DC services?

- **Pre-arrival:**

- ... start prior (2) or during negotiation process (3)
- ... *after the employment contract has been signed* (5)
- ... prior arrival in Austria (2)



- Pre-arrival and post-departure services only for partners of faculty and faculty candidates
 - **This is different with every case. Sometimes** it is **before** the relocation process starts, e.g. ... partner who needs to know about job opportunities, because it is a **part of the decision** if they would move or not (2).
 - Limited time of support: max. 1 year (extension on demand)
- pre-arrival, **focus on arrival**. hardly post-departure

Can a DC couple work in your institution?

- Yes (11)
 - in **exceptional cases** to be agreed by the Management
 - in exceptional cases
 - However not in the same organizational unit (**no hierarchical relation**)
 - The two partners of a dual career couple may not be employed in a hierarchical relationship.
- The same quality and selection criteria apply to job placements at the xx university (or any other university) as to all other employments.
- Selection and employment procedures should be **well documented** and **transparent** to all those involved as well as to people outside the process.
- only as an exception
 - not in the same institute
 - with suitable qualifications only in agreement with the dean of faculty/head of department (scientists: limited in time - max. 6 months)
 - Preferably in **different units**, research fields

n=11



Are your services and support well known in your institution? Which units are informed about your DC services?

n=11

- Yes, DC Services are well known in our institution or mostly yes (6)

All administrative/centralised units / basically each unit

„All persons involved in the appeal procedure“ (for all: **DC is part of the recruiting**)

All staff members of a university/research organisation

- HR (HR development, HR administration)
- (Dir)Rector's office, vice rectors, deans, senate
- Heads of institutes/departments
- Research department
- PhD department
- Department of study affairs
- International office, Welcome Center
- “Kinderbüro”
- Institutes und Departments at the hospital
- Working group for equality issues, works councils, compatibility officers
- Euraxess



Do you assemble feedback? When? How? How do you report back to your management?

- Yes (8)
- No (3)

Researchers and partner

- self-evaluation or regularly in face-to-face meetings or per e-mail.
- directly from the people coached by the DC-Service
- we value feedback

Management

- Once a year a DC status report is being sent to the management.
- at a jour fixe or meeting

Process

- WWTF - Feedback
- clear structure what and when to give feedback
- no structured process defined yet
- Euraxess statistics



n=11

What about quality assurance in your DC services?

- WWTF
- In the context of our Styrian Dual Career Service we have regularly meetings where we have a great exchange about our DC services.
- not yet implemented
- **no structured quality assurance measured implemented**
- Weiterbildung der mit DC betrauten Personen, Berücksichtigung des Feedbacks
- Richtlinien, festgelegte Prozesse, Austausch mit Kolleginnen anderer Organisationen und Netzwerken, Qualitätsicherungsprojekt innerhalb des Netzwerkes DCS"
- DC Service is an obviousness on our university. Within our Styrian Network we do support us in all kind of affairs to guarantee a high-qualified support for staff members and their partners.
- There are meetings a couple of times per year with the local DC network. These meetings take place to assure a working routine.
- Has not been fully defined yet.
- **That should be an issue definitely.** We only deliver statistics to Euraxess.



Who is giving DC services (their qualifications) and how do you educate your professional staff?

Do you need/have access to coaching supervision?

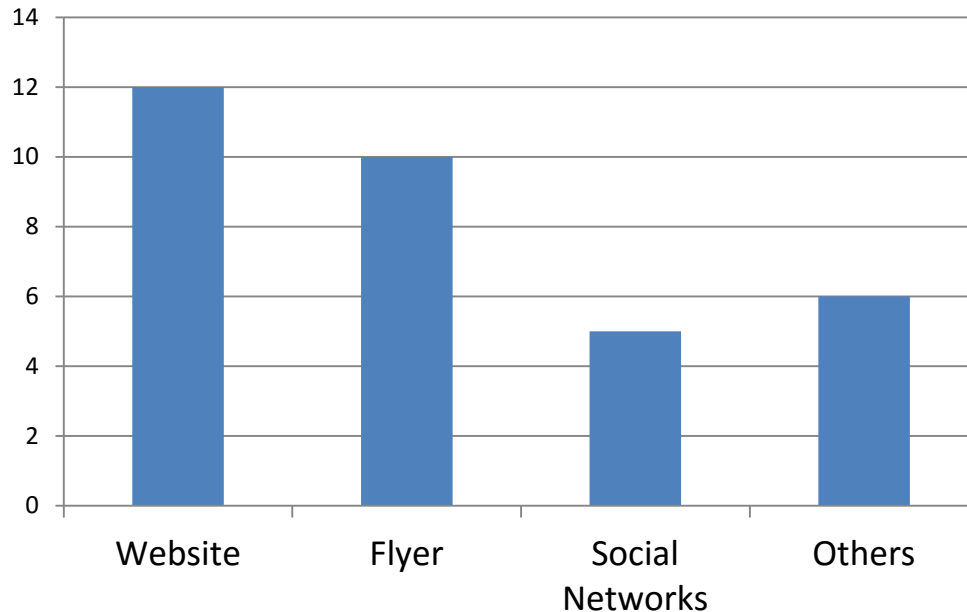
- *No specific qualification* was needed. ...Trained in a workshop (for one day) concerning counselling....
Cooperation with internal/external experts are existing...
- **Further training:** knowledge in communication and coaching, English, cultural awareness, tax issues plus courses provided by the dual career service network, work-life-balance; external subject-based trainings would be interesting (visa, work permit, relocations).
- **Networking** national and international: exchange of experience and mutual learning, conferences on DC
- **Coaching supervision:** “yes, possible and offered on demand; Coaching supervision would be excellent - we coach each other within the Styrian **network**, though.”
- *Coaching training:* no; supervision: yes



BRANDING & MARKETING

How do you communicate about your services?

How do you promote your DC support?

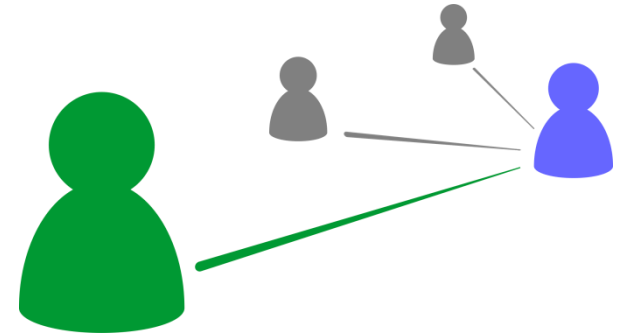


n=12

- Once a year I do send a **letter** to the institutes and departments in the hospital and communicate about the service and the membership of Club International which can be used if support is needed.
- Via our "**Welcome Guide**" for the new university staff.
- **newsletters** of association to companies


What kind of networks (within and outside your institution) do you use in connection to your work with DC support?

- Dual Career Service of the Styrian Universities Club International (CINT) | CIC-Netzwerk
Dual Career Service Wien-NÖ-OÖ
WWTF Dual Career Support Service network



- - network of our transfer service (incl. alumni and career services)
- internal network of the university (existing structures within our institution), Welcome Center
- external network of our partners at the city council, district administration and other institutions
- OeAD
- Dual Career Netzwerk Deutschland
- Expat Center Wien (Wirtschaftsagentur Wien)
- International Higher Education Dual Career Association

How do you find useful contact persons for the DC couple?

- within the Austrian DC networks
“The Dual Career Service of the five Styrian Universities is continually expanding its network. Network meetings with companies help to find the useful contact person.”
 - internal colleagues | alumni office
 - (former/other) DC clients
 - internet research and inquiries
 - own contact database
- 
- “We organise specific network meetings with important companies and networking partners from all over Austria *in individual cases.*”

Do you organise networking events for DC couples?

- No (10)
- Yes (1) – 2 events per year

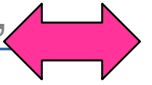


- Club International (CINT) organizes networking events.
- Networking events for DC couples are planned.
- No, but via our networks
- Not at the moment, but we did do that in the beginning.

„Euraxess meeting point Vienna“

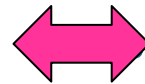
Registration

- interests/leisure activities (dancing, cultural events, opera,...)
- newsletter



I search for...

- **buddy** who is...
- **language** tandem for my son in EN...
- **child care** for my 1-year old child...
- an **accommodation** for 2 people...
-



I offer...

- to be a **buddy**...
- **language** tandem in EN...
- **child care**...
- a flat 60 m² in the centre of Vienna...
-
- **Events** organised by us or other members



Herzlichen Dank!

Ab 13 Uhr: Workshop

TaNDem

Kontakt:

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