

Erasmus+ Transnational Cooperation Activity (TCA)

Peer Learning Seminar on the Quality of Staff Training Mobility in Higher Education

Cross-border mobility of university staff is being perceived as an increasingly important value over the past years. Ongoing international discussions demonstrate the need for structured and strategic approaches towards this topic. The professional development of both teaching and non-teaching staff is essential to the success of internationalisation processes at the universities and can contribute towards integrating non-mobile groups of students as part of 'internationalisation at home' concepts.

Staff training opportunities started to be funded under the Erasmus programme from 2007. As a consequence of the continuous growth of staff mobility the need for a strategic approach to the quality of mobility has increasingly gained relevance. Career development structures can significantly benefit from an interface with the strategic alignment of international activities. Therefore this TCA will focus on staff training opportunities with a particular focus on linking internationalisation strategies of higher education institutions with human resource development.

This event is organised by the Austrian National Agency Erasmus+ Education (OeAD-GmbH) with support from the Erasmus+ National Agencies from Germany, Estonia, and Poland.

Date and Venue

18 – 20 September 2019

Arcotel Wimberger Vienna

Neubaugürtel 34 – 36
1070 Wien

Programme of the Seminar

18 September 2019

- 17.30** **Registration**
- 18.00** **Ice-breaking activity** followed by a **welcome dinner** at the seminar location

19 September 2019

- 08.30** **Registration**
- 09.00** **Welcome**
- Ernst Gesslbauer, National Agency Erasmus+ Education | OeAD-GmbH
- 09.10** **Introduction to the topics and working methods of the seminar**
- Gerhard Volz, National Agency Erasmus+ Education | OeAD-GmbH
- 09.20** **Key note: Current trends & initiatives in the area of staff training mobility**
- Stefan Jahnke, European University Foundation
- 09.50** **Interactive activity**
- 10.00** **Key note: Future actions and strategic developments**
- Johannes Gehringer, European Commission (via livestream from Brussels)
- 10.30** **Coffee Break**
- 11.00** Examples of good practice
- Integrative approach towards staff training and HR development**
- Agata Bruska, West Pomeranian University of Technology, Szczecin
- Staff training weeks – how to really benefit**
- Marlene Wahlmüller and Christa Karner, Vienna University of Economics and Business (WU)
- 12.00** **Lunch Break**



13.00 Workshops – Round 1

The workshops will focus on specific aspects of staff training. Each workshop will start with short teaser presentations (10 minutes) that should provide ideas for the group discussion and for the framing of key messages. Each workshop will be conducted two times. The facilitators will lead the discussion and moderate the workshop. The rapporteurs will prepare a brief summary as well as the key messages from each workshop.

Workshop 1: **Strategic approach towards staff mobility**

Higher Education Institutions (HEIs) are becoming increasingly international with Erasmus+ as a supporting instrument for their internationalisation efforts. At the same time, diverse new challenges for staff emerge (cultural, linguistic, and organisational). How can HEIs use staff mobility as a tool towards achieving their Human Resource Development plans and how should this be reflected in the internationalisation strategy or in the annual performance review?

- Thematic Input: Dominik Beisser, Technical University of Munich
- Thematic Input: Anneli Miljan, University of Tartu

Facilitator: Berta Leeb, University College of Teacher Education of the Diocese Linz

Rapporteur: Marianne Driessen, CINOP | Dutch National Agency Erasmus+

Workshop 2: **Quality assurance measures for staff training**

More and more HEIs make use of quality assurance frameworks in order to standardise procedures and raise the quality of services. This workshop will explore whether these measures are applicable on Erasmus+ training activities. How to plan and organise successful and high quality staff training? What mechanisms can be established to assure quality in planning, selection of participants, organisation, and evaluation?

- Thematic Input: An van Laeken, University of Gent
- Thematic Input: Izabela Zawiska, Jagiellonian University Kraków

Facilitator: Alexander Mingst, Vienna University of Economics and Business

Rapporteur: Renata Decewicz, Erasmus+ National Agency Poland (FRSE)

Workshop 3: **Quality indicators for staff weeks**

Due to the expansion in funding opportunities an increasing number of HEIs are offering staff training weeks. Some view these as “academic tourism” whereas for most of the organising universities they are important knowledge-exchange opportunities. What constitutes a high quality staff training week? This workshop aims at providing ideas on what tools and indicators (reports, documents, and evaluation forms) can be used to guarantee the quality of staff training weeks.

- Thematic Input: Stefanie Ritter, Freie Universität Berlin
- Thematic Input: Liis Raudsepp, Tallinn University

Facilitator: Beate Treml, Bologna Service Point | OeAD-GmbH

Rapporteur: Silva Viilup, Archimedes Foundation



Workshop 4: Language training activities and intercultural learning

Language training and intercultural learning are important aims of staff training activities. Sometimes they are the core of staff training mobility but more often they are seen as important side effects of mobility. But do we really reach the aims? In this workshop we will hear how universities use Erasmus+ to enhance language and intercultural competencies among their staff and we will discuss how staff can truly improve competences by means of staff training activities.

- Thematic Input: Susanne Wille, Bauhaus University Weimar
 - Thematic Input: Nicolai Sawczynski, FH Technikum Wien University of Applied Sciences
- Facilitator: Gabriele Abermann, EHEA Expert, FH Salzburg University of Applied Sciences
Rapporteur: Martina Friedrich, National Agency Erasmus+ Education | OeAD-GmbH

Workshop 5: Widening participation – innovative formats of staff training

The current proposal for the next funding period (2021-2027) foresees a significant budget increase as well as an increase in the number of participants. The new Programme will aim to be more inclusive and more open towards individuals with fewer opportunities. How can HEIs motivate their staff to participate and are there new models of training activities that can enable non-traditional participants to take part in staff training opportunities?

- Thematic Input: Anna Sadecka, University of Warsaw
 - Thematic Input: Dagny Schreiner, University of Music and Performing Arts Vienna
- Facilitator: Kerstin Käfer, University of Graz
Rapporteur: Angelika Zojer, National Agency Erasmus+ Education | OeAD-GmbH

14.30 Coffee break

15.00 Workshops – Round 2

Workshop 1: **Strategic approach towards staff mobility**

Workshop 2: **Quality assurance measures for staff training**

Workshop 3: **Quality indicators for staff weeks**

Workshop 4: **Language training activities and intercultural learning**

Workshop 5: **Widening participation – innovative formats of staff training**

16.30 End of Workshops – Round 2

17.00 Cultural programme in the city of Vienna

19.00 Dinner

Gigerl – der Stadtheurige

Entrance: Blumenstockgasse 2, 1010 Wien



20 September 2019

- 09.00** **Welcome & energizer**
- 09.10** **Erasmus+ funding schemes related to staff mobility and to the development of 'focus projects'**
- Elmar Harringer and Christine Schwab, National Agency Erasmus+ Education | OeAD-GmbH
- 09.30** **How to REALISE quality in staff training mobility**
Experiences, observations and recommendations from the REALISE project
- Anne-Marie Motard, Université Paul-Valéry Montpellier 3
- 10.00** **Systemic University Change Towards Internationalisation (SUCTI)**
- Julia-Sophie Rothmann, Justus Liebig University Gießen
- 10.30** **Coffee break**
- 11.00** **Roundups of workshops by the rapporteurs**
- 11:15** **Panel discussion on outcomes and recommendations for institutions, national and European stakeholders**
- Gabriele Abermann, EHEA Expert, FH Salzburg University of Applied Sciences
 - Stefan Jahnke, European University Foundation (EUF)
 - Anne-Marie Motard, Université Paul-Valéry Montpellier 3
 - Maarja Murumägi, Estonian Business School
- Facilitator: Gerhard Volz, National Agency Erasmus+ Education | OeAD-GmbH
- 12.30** **Farewell lunch**
- 14.00** **End of event**

Moderation of the event: Miloš Milutinović, National Agency Erasmus+ Education | OeAD-GmbH



The peer learning seminar will be funded with the support from the European Commission