Erasmus Staff Mobility
Two Experience Reports

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ERASMUS+
2014 - 2020 programme for Education,
Training, Youth, and Sport

What is it?

- „Erasmus+ provides teaching opportunities for the teaching staff of higher education institutions and staff invited from enterprises. Training opportunities are also available for teaching and **non-teaching staff** employed in an higher education institution."

- "Staff members are selected by the sending higher education institution. The sending institution and the receiving institution/enterprise must have agreed on the programme of the activities to be undertaken by the visiting staff member (Mobility Agreement) prior to the start of the mobility period."

http://ec.europa.eu/education/opportunities/higher-education/staff_en.htm

How does it work 'technically'

- Different formats
  - individual / tailor made
  - training weeks
  - Job shadowing
- A programme needs to be defined
- Duration from 2 days to 2 months
- Funding for travel, accommodation and further expenditures available from Erasmus + / Swiss-European Mobility Program (in+out)

How does it work 'ideally'

Win-Win-Win tool for the staff member and the institutionS if well used:

- Identify the priorities and find a good balance between institutional needs and self-professional needs or interests
- The needs will define the suitable format of the training
- Identify the best partner
- Plan a realistic project on a short or longer term
- Be well prepared to get the best results from the programme
- But also be open to unexpected ideas

Why do this?

Lets look at two experience reports:

Sylvie – University of Vienna, Center for Doctoral studies

- When: April-July 2013
- How long: 6 weeks supported by the Erasmus grant
            + support by the University of Vienna in kind: German courses / work place / integration to their events

- Why: Develop complementary competences transferable to my usual job at UNIL, in particular:
  - Reinforce my knowledge of the German language
  - Acquire competences in the management of European projects
  - Develop and acquire new knowledge in the field of international research and its funding
  - Learn about the support to PhD candidates
  - Develop my network

- Why Vienna:
  - Pre-existing trust between the two teams
  - Complementarity with my position at UNIL

Outcomes:

- Direct outcomes :

    New competences and knowledge where needed

    Enlarged network

- Indirect outcomes:

    Broader knowledge –> ‚think out of the box‘

    Ideas to transfer to my context / population

Allison – Cardiff University

- When: January 2014
- How long: 4 weeks
- Why:
    - Restructuring process at UW
    - To learn from more established institutions
    - Develop new workshop ideas
    - Understand the UK system

- Why Cardiff:
    - Long tradition in doctoral education support
    - Shortlisted for Times Higher Education Award for Outstanding Support for Early Career Researchers
    - Good contact to the Vice Director of Graduate College

Outcomes:

- New ideas for Workshops
- New initiatives concerning career development consultations
- Network
- New perspectives on recruiting, career development, welcoming services

How can I do this?

- Check out if your university supports this kind of initiative

- Think about what you want to achieve

- Research where and from whom you can learn this best
  - Check out the imotion platform :http://staffmobility.eu/
  - Take advantage of your existing network

- Plan your project at best to convince hierarchy and maximise results

- Remember to share the information you learnt when you get back

… and overcome barriers?

- Long-distance work?
- Share your time between what you would do for the host institution and you home institution ?
- HR services may even have a policy or a budget for staff development that you can rely upon?
- Take turns within your office and organise a take over of the tasks
- Hire a temporary Erasmus trainee that could do some of your work and receive an Erasmus grant
- With some luck you may even find a colleague willing to do an 'exchange'
- You may have to work more to overcome your absence, but this is worth it!
- Take it as seriously as you do for student mobility