



Focusgroup results Est:

Project managers, leading teacher of study
area, teachers



What skills and competence is needed both in an increasingly present and futures international worklife

- Language skills
- Professional language skills – vocabulary of educational terms
- Knowing main cultural differences, understanding and respecting them
- Digital skills: searching engines, communication platforms ect
- Organisational skills
- Management skills
- Communication skills: negotiation, team-work, ice-breaking, ect
- Leadership skills
- Team-work skills
- Social skills: Open-mindedness, curiosity, ect
- Willingness to share and learn





Different activities in International work

1. Student and staff mobilities:

- Finding partners, negotiations, comparing the learning outcomes, agreements
- Organizing the selection of participants, motivating, promoting
- Preparing participants for mobility
- Organizing the mobility: travel, accommodation, paper work, communication with all parties
- Leading the group in abroad
- Supporting the incoming mobility
- Being mentor/buddy for participant before,during and after mobility
- Evaluation of mobility
- Disseminating mobility





Different activities in International work

2. Internationalization at home:

- Taking personal experience from abroad to classroom to co-workers
- Inviting foreigners or locals with professional experience from abroad to class.
- Discussing European values in class.
- Listening to other's experiences from mobilities/projects
- Connecting the foreign partner and own student/teacher together
- Widening your professional circle to abroad.
- See the alternative ways of doing business.
- Nurturing the student motivation
- Take part of brainstorming/idea collection for schools international activities
- Receiving/Supporting/Guiding incoming mobility -
- hosting incoming students/staff in lessons
- Participating in the formation of Schools' International strategy, being member of International team at home school
- Getting acquainted to different possibilities to find financing activities in abroad
- Being a member of International cooperation project
- Organizing different cultural Projects at School with or for students/staff: introducing different countries' cuisine, traditions, music, EU or ect
- Publishing thematic articles or smth internationally
- E-twinning





Different activities in International work

2. International activities (abroad)

- Taking part of International Projects as a team-member
 - Acting as a coordinator in International project
 - Acting as a main partner in International project
 - Writing an application for International project
 - Participating in seminars, conferences ect in abroad
 - Being member of some International association or work-group
 - Acting as expert in International competitions
 - Acting as lecturer in abroad
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Good practices: vol 1 tips how to involve new people smoothly

- Start with easy tasks
- Give more responsibility (being buddy for incoming teacher, student)
- Ask to participate at first in home internationalization
- First mobility with mentor (or some colleague)
- Try to link the task with person's personal interest
- Make sharing the experiences from abroad to routine to motivate more people
- Offer to the teacher the possibility to visit the hosting organization before student mobility
- English teachers guiding incoming students with their group
- Involve teachers as much as possible in preparing their mobility
- Work out simple procedures/ forms for activities which help to start
- Find a mentor for new person





How to prepare students at education to internationalization (same as Finns mostly)

- The question is whether a person has ever stayed in a hotel, hostel or flied by airplane etc.?
- Have a person been to a restaurant to eat?
- Preparation in advance, **mental training for a new culture and different practices**, different kinds of food, etc.
- influencing attitudes and encouraging them, and setting boundaries and goals
- Grouping for those leaving for the same exchange
- Exposing and exposure to new language and culture (non-domestic)
- **Getting to know the destination country**
- **Navigation, alarm numbers etc. Function**
- Air Travel, **Checklist (for packing)**, Documents, Certificates, Medicines, the important phone numbers country Codes, etc.
- **Getting to know the workplace and getting to know the job ahead** (vocational training)
- «There are people abroad», so there is also similarities between people and how they work with each other, there is a common language even if they have no language skills
- The pictorial instructions in the induction replace language skills
- **Facebook groups, Whatsap groups for sending, receiving organization tutor+students**
- **Putting together incoming students/staff with those who are going to visit home country of incoming students**



How internationality and home internationality are taken into account in your workplace

- Internationalization day once a year
 - Erasmus info days – once a year, less recently, group leaders are the messengers for students to motivate them to participate in mobilities.
 - National cuisine weeks in School restaurant, caffee
 - Introduction week of other countries: Irish week
 - Language course for staff
 - Involving foreign students and staff in lessons
 - Foreign teachers: french, irish, finnish
 - Being member of professional International networks
 - International placement defence at school – company representatives involved
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How international competence is developed in your workplace and how important it is to you (same as FIN)

- Increasing international cooperation
- Inviting / receiving visitors and arranging reciprocal visits
- International activities at home have increased
- Staff exchanges
- Management`s attitude to international development (Organizational Intent)
- Coaching for staff is mainly from a student perspective
- Shared experiences...should be shared more
- Coaching should be done before you even know about the trip
- Internationalization info`s for students, opportunities for students for mobility in all fields



How international cooperation or internationalization has changed in the last 5 years

- Number of incoming and outgoing mobilities have increased year by year
- More International cooperation projects
- More staff involved
- International work/travelling abroad, working in some International team is more common
- Becoming member of Innotecs and Efvnet networks





How should coaching and guidance of internationalization for staff should be prepared (materials, learning platforms, etc.) and what?

- Challenges, Fears - solution
- Lack of International skills – **mentor system**, language course or online learning platforms, communication trainings, digital skills training + **Lots of possibilities to practise (being actively involved in activities in abroad and home) – continuously. Make it sort of routine**
- Lack of Time – try to find a good balance, dont overload the same people, maybe it's possible to compensate the over hours with additional salary or free time when available.
- Lack of Motivation – work (figure) out the motivation package (rising the qualification, additional free time, possibility to communicate ect). Each person has a different trigger.



- **Benefits of International work:**
 - Personal Development
 - Possibility to travel, to broaden the Word
 - Professional development– new methods, materials, solutions – or new career possibilities
 - Better relationships within the organization – getting know your colleagues
 - New long-term friends
 - Possibility to rise your qualification, getting more salary
 - Pushing out of comfort zone
 - Giving to the life new perspective
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