

Welcoming international staff to Aalto – Spouse network

—
Aalto HR International
Mobility team

9 June 2023

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Aalto-yliopisto
Aalto-universitetet
Aalto University



Aalto University at a glance

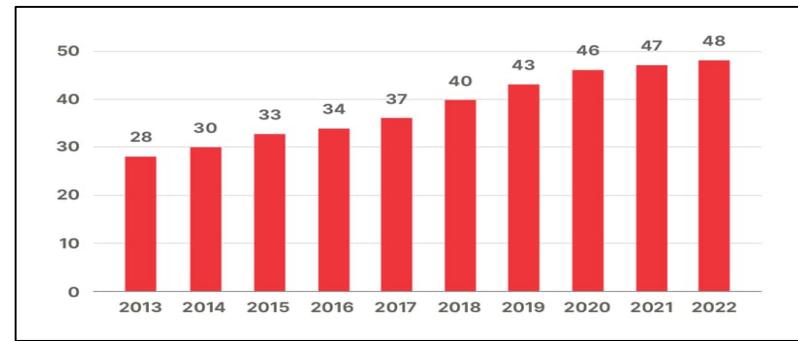
Created from the merger of three leading Finnish universities on 1 January 2010.

- Helsinki University of Technology (founded 1849)
- The University of Art and Design Helsinki (founded 1871)
- The Helsinki School of Economics (founded 1911)
- **Total Annual budget €397 million (2022)**

Hot topics in 2023:

- Support for Ukraine
- Export controls and sanctions compliance
- Remote work abroad
- Spouse and family support

Composition 2022	
Staff (FTE / HC)	4396/ 4760
International Staff (FTE/HC)	2424/2791 (over 100 nationalities)
Students FTE	14 312
Professors	403
Bachelor's Degree	1491
Master's Degree	1925
Doctoral degrees	193



International Mobility team

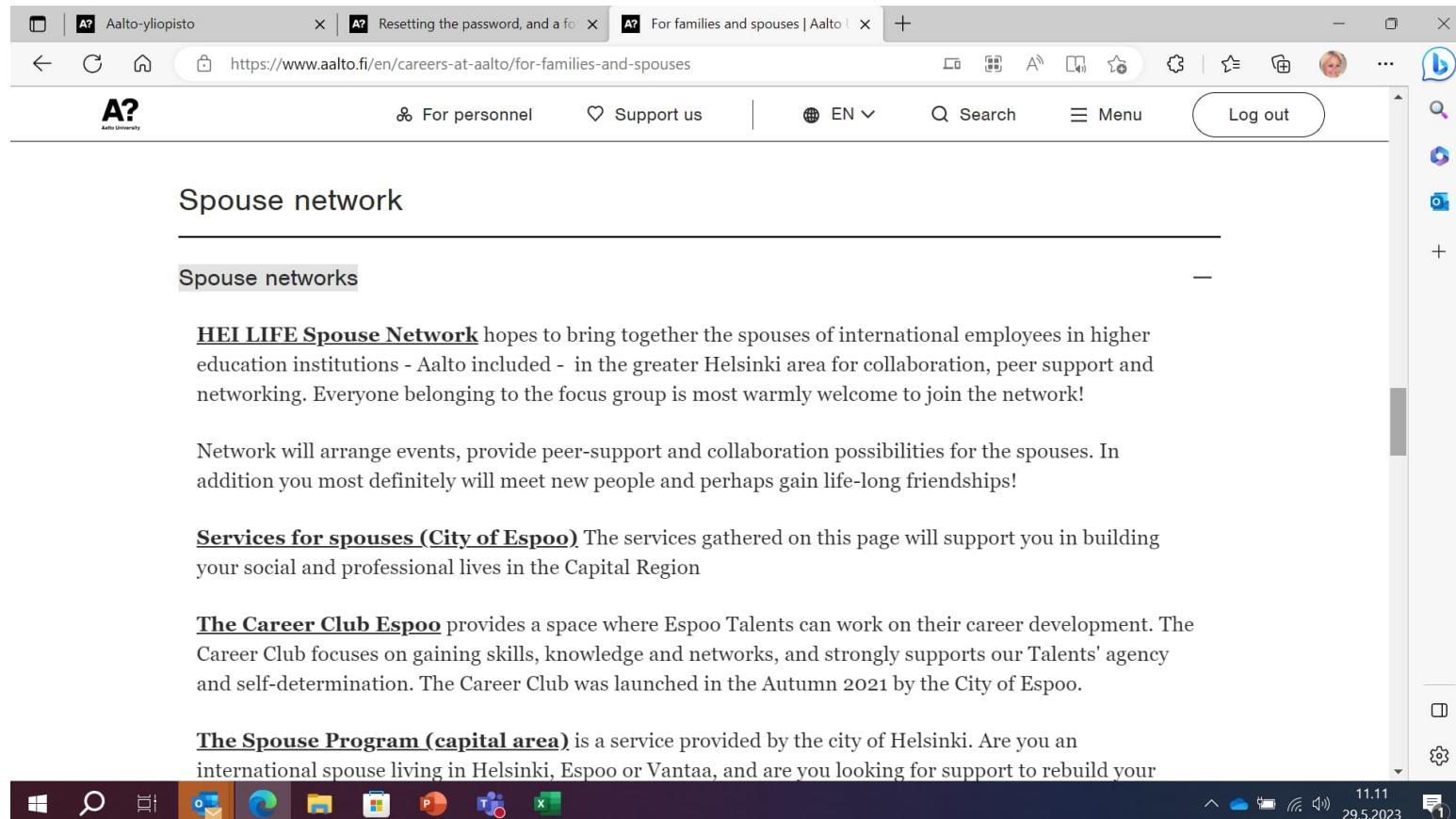
Who we are

- **Mikaela Stelwagen**, Overall responsibility & Spouse support
Mikaela.Stelwagen@aalto.fi
- **Minna Planman**, International assignments & Employer registrations minna.planman@aalto.fi
- **Eeva Lyytikäinen** Statistics and analytics & Events eeva.lyytikainen@aalto.fi
- **Mari Tammisaari** – ARTS pilot, events mari.tammisaari@aalto.fi
- **Minna Tenhunen** – ELEC pilot, events minna.tenhunen@aalto.fi
- **Susanne Saransalmi & Ulla Tuunanen**, Payroll&taxation specialists
- **In TOTAL 100 School & Department HR specialists – according to worktime**

What we do

- International assignments for Aalto employees
- Employer registrations
- Integration for international staff
 - Immigration, settling in and registration
 - Events for international staff
 - Language training
 - Housing assistance
 - Support for spouses and families
 - HEI Life network for spouses / HEI Life Careers (ESR+)
 - Company/University collaboration for spousal employment support
- Overall development, collaboration/networking and societal impact
 - FAMO, KV-Foorumi, Cities and Municipalities, OKM, TEM, IHH, Migri, Verottaja

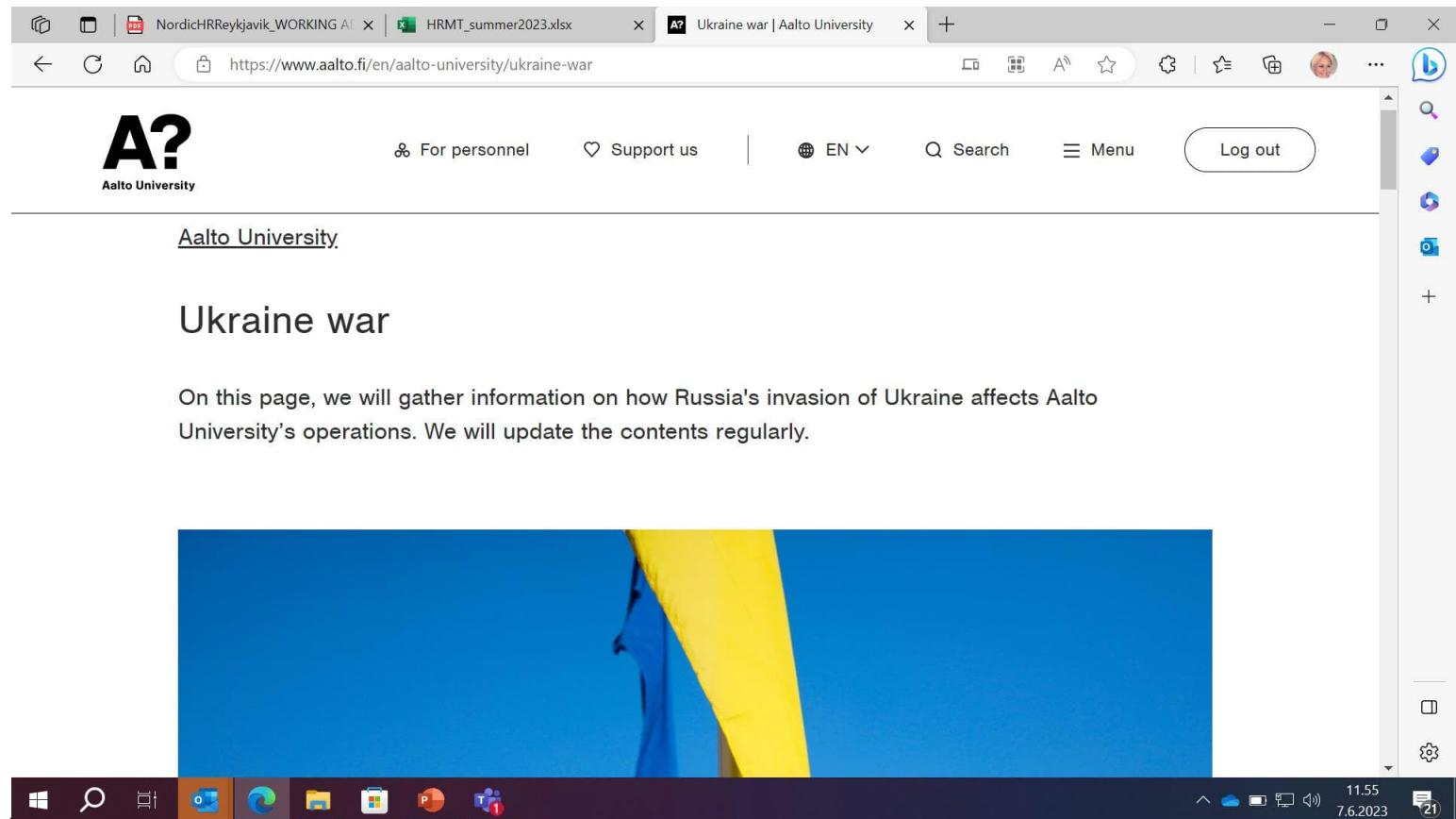
For families and spouses | Aalto University



The screenshot shows a Microsoft Edge browser window with the following details:

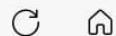
- Address Bar:** https://www.aalto.fi/en/careers-at-aalto/for-families-and-spouses
- Page Title:** For families and spouses | Aalto University
- Header:** Aalto University logo, For personnel, Support us, EN, Search, Menu, Log out.
- Section:** Spouse network
- Content:**
 - HEI LIFE Spouse Network:** Hopes to bring together spouses of international employees in higher education institutions - Aalto included - in the greater Helsinki area for collaboration, peer support and networking. Everyone belonging to the focus group is most warmly welcome to join the network!
 - Network will arrange events, provide peer-support and collaboration possibilities for the spouses. In addition you most definitely will meet new people and perhaps gain life-long friendships!
 - Services for spouses (City of Espoo):** The services gathered on this page will support you in building your social and professional lives in the Capital Region
 - The Career Club Espoo:** Provides a space where Espoo Talents can work on their career development. The Career Club focuses on gaining skills, knowledge and networks, and strongly supports our Talents' agency and self-determination. The Career Club was launched in the Autumn 2021 by the City of Espoo.
 - The Spouse Program (capital area):** A service provided by the city of Helsinki. Are you an international spouse living in Helsinki, Espoo or Vantaa, and are you looking for support to rebuild your
- Taskbar:** Windows icons, system tray showing 11.11, 29.5.2023, and a notification icon.

Ukraine war | Aalto University



The screenshot shows a web browser window with the following details:

- Tab Bar:** Shows multiple tabs, including "NordicHRReykjavik_WORKING AI", "HRMT_summer2023.xlsx", and the active tab "Ukraine war | Aalto University".
- Address Bar:** Displays the URL <https://www.aalto.fi/en/aalto-university/ukraine-war>.
- Header:** Features the Aalto University logo, navigation links for "For personnel", "Support us", language selection "EN", a search bar, a "Menu" icon, and a "Log out" button.
- Page Content:** The main content area is titled "Ukraine war" and contains the text: "On this page, we will gather information on how Russia's invasion of Ukraine affects Aalto University's operations. We will update the contents regularly." Below this text is a large image of the Ukrainian flag.
- Taskbar:** Shows the Windows taskbar with the Aalto University logo, the "Aalto-yliopisto" text, and various pinned icons for Microsoft Office and Teams.
- System Icons:** The taskbar also displays system icons for battery, signal, and volume, along with the date and time (11.55, 7.6.2023).



Hello Espoo

Hello Espoo offers you a step-by-step guide before, during and after moving to Espoo. Let us show you reasons to fall in love with Espoo.

Welcome to Espoo!

There is a risk of power outages in Espoo and across Europe this winter. We have gathered information about preparing for power outages in several languages.

 [Be prepared for power](#)

Have you moved to Espoo within this year and got mail from us? Check out our tips on how to feel at home in Espoo.

 [Greetings, new Espoo resident](#)

Have you arrived in Finland from Ukraine? If you are a Ukrainian citizen and have arrived in Finland because of Russia's attack on Ukraine, you can currently stay in the country without a visa or apply for

HEI Life Spouse Network

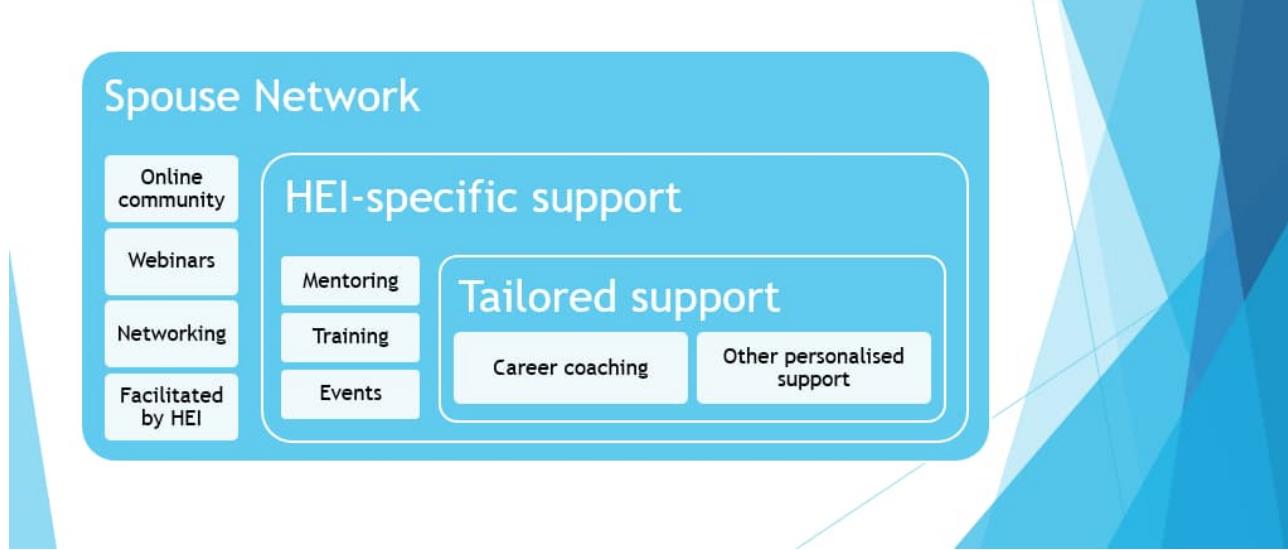
HEI LIFE stands for Higher Education Institutions' Support for International Academics and Staff – Living, Integration, Family and Employment in Finland.

The project (funded by the Ministry of Education and Culture 1.9.2020-31.12.2022) focused on building national models for Finnish higher education institutions to support the integration of international academics, staff and their families.

The Spouse Network is now up and running, with monthly events (online and in person), a newsletter and informal coffee and chat meetings.

HEI Life Spouse support network

Service Model Plan



- In co-operation with University of Helsinki, Hanken School of Business, Uniarts Helsinki, Haaga-Helia university of applied sciences
- [HEI LIFE for International Academics, Staff and Families | Cooperation | University of Helsinki](#)
- There are over 100 spouses registered in the network to connect with

Guide for International Researchers and Their Families (office.com)



Examples of HEI Life comms

[AALTO WARNING: EXTERNAL SENDER USING AALTO ADDRESS] Happy 2023! Upcoming events for HEI Life Spouse network - Message (HTML)

File Message Help Tell me what you want to do

Delete Archive Reply Reply Forward All Share to Teams KPMG To Manager Team Email Move Mark Unread Assign Categorize Move Tags Editing Read Aloud Immersive Reader Translate Language Zoom Viva Insights Add-in Report Message Protection

Delete Respond Teams Quick Steps Move Tags Editing Immersive Reader Translate Language Zoom Viva Insights Add-in Report Message Protection

[AALTO WARNING: EXTERNAL SENDER USING AALTO ADDRESS] Happy 2023! Upcoming events for HEI Life Spouse network

owner-spouse-network@helsinki.fi on behalf of Stelwagen Mikaela <mikaela.stelwagen@aalto.fi>
To spouse-network@helsinki.fi

This sender owner-spouse-network@helsinki.fi is from outside your organization.

Below is info on upcoming events in January. We will continue with a monthly Coffee&Chat and you will have and unique opportunity to visit the parliament house in Helsinki with us on Jan 24! The registration is now open at <https://link.webpopsurveys.com/S/EF888ED2A875F483> please be quick to register!

HEI LIFE SPOUSE NETWORK EVENTS

FRI 20.1. COFFEE AND CHAT

Lets meet up on Friday the 20th at 10 am at the historical Café Ekberg in Helsinki: [Home page \(ekberg.fi\)](#). I will send a reminder about this in Whatsapp next week to see how many are coming.

TUE 24.1. 9:45 am VISIT TO PARLIAMENT [Parliament of Finland - Start Page \(eduskunta.fi\)](#)

Book your place for a guided tour in the Parliament House now!

What: Visit to the Parliament House, street address Mannerheimintie 30

When: Tue January 24, at 9:45

Registration: Please fill in the [form](#) before Mon 16 Jan. You will receive a confirmation email. Only people who have been registered beforehand can join the tour.

The visit is free of charge. The tour lasts for approximately one hour. The first 15 minutes of the visit are reserved for entry and the security check. The guided tour itself takes approximately 45 minutes.

Windows taskbar: Aalto-yliopisto, Aalto-universitetet, Aalto University

9.02 HEI LIFE Spouse Network
Alexandr Aalto Spouse, Clarissa Soares,....

Wednesday

~ Hele... +49 1512 6771905
You
Moi! Just a friendly reminder of our coffee and chat tomorrow in... 

See you there soon! 

14.41

Sorry I'm a bit late 
Soon there! 

15.35 ✓

~ Hele... +49 1512 6771905
We're sitting at the back of the room. not much space, but we can find another chair! 

15.44

A?

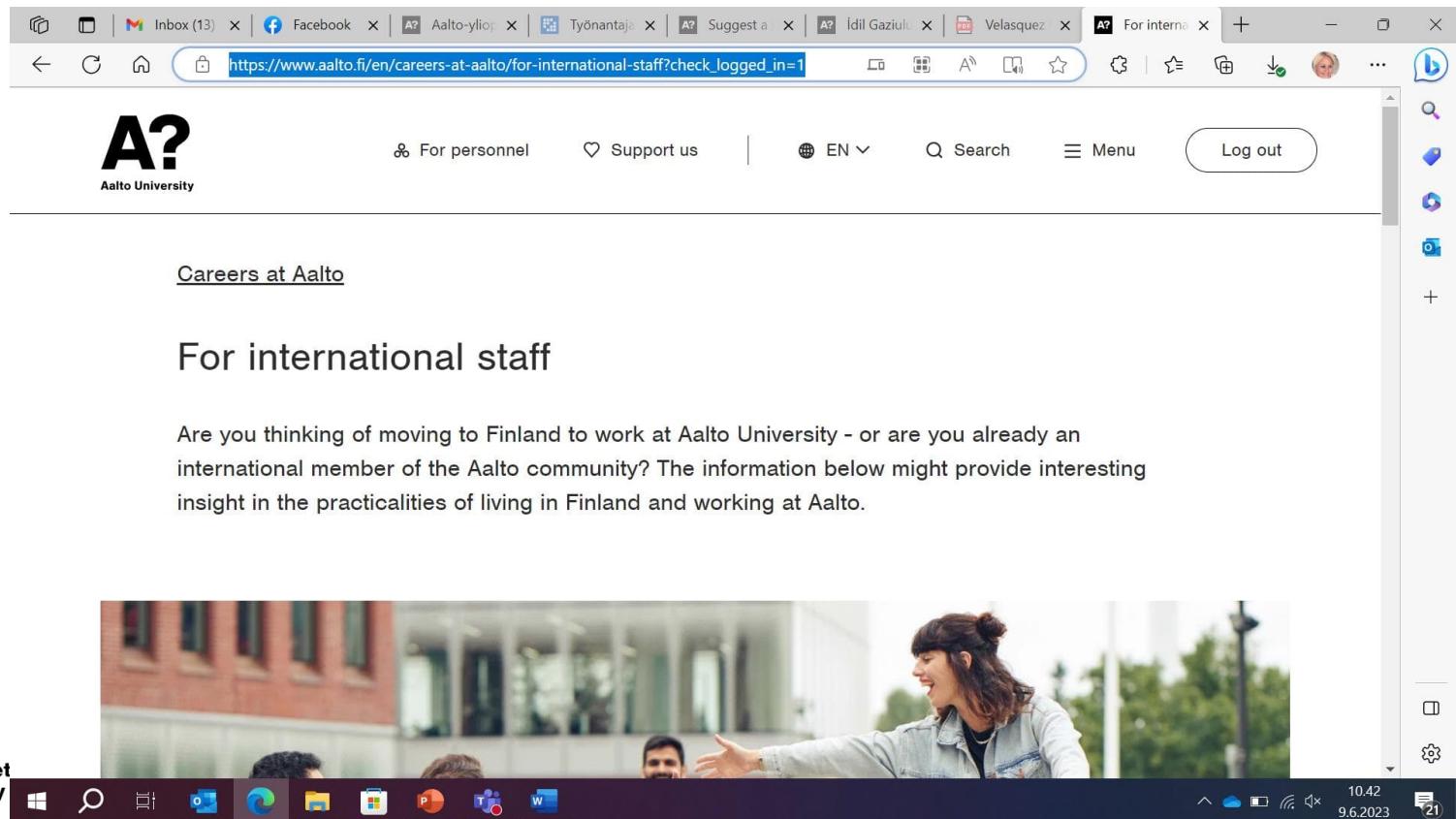
Example of support for spousal employment

- **Interview promise** within Aalto and ALL of the HEI Life - institutions (Helsinki University, Hanken School of Economics, Haaga-Helia University of Applies Sciences, University of the Arts Helsinki) – if you apply for **any job suitable to your background/CV** in these organizations, we guarantee you an interview discussion or a general career coaching session (contact Mikaela Stelwagen for this). Specific academic discussion available for academic positions.
- CV clinics (how to build/set up your CV to attract Finnish employers) and support in identifying local career/job hunting channels by Aalto Int.Mob team or TEK
- Individual career coaching and mentoring for spouses (limited to Tenure Track recruits)
- Learn more: [For families and spouses | Aalto University](#)
- City of Espoo offering Career Club employment program for academic spouses [Career Club | City of Espoo](#)
- Pointer Potential is a company in Finland exclusively working with international academic spouses – register your CV with them: [Jobseekers - Pointer Potential](#)
- [Home | The Shortcut](#) - Another company specialized in social and professional integration in Finland
- [Welcome | Monster](#) – Open positions in Finland
- [Avoimet työpaikat, löydä seuraava työpaikkasi | Oikotie Työpaikat](#) – Open positions in Finland

HEI Life spouse network – Best practices and lessons learned

- A spouse network thrives on active spouses!
- A spouse network is a ‘living organism’ – life situations change and members change when spouses are employed, move on to a different country, separate, find their own network..
- Important to always attract new spouses to the network and keep the activities going
- Ask for feedback. More is more!
- Identify active members and utilize them
- The network needs a ‘face’ 😊
- Co-operate with cities, municipalities, other employers and actors
- The needs and wants vary a lot!
- How to measure impact? – how much information is it ok to ask for

For international staff | Aalto University



https://www.aalto.fi/en/careers-at-aalto/for-international-staff?check_logged_in=1

A? For personnel Support us EN Search Menu Log out

Careers at Aalto

For international staff

Are you thinking of moving to Finland to work at Aalto University - or are you already an international member of the Aalto community? The information below might provide interesting insight in the practicalities of living in Finland and working at Aalto.



Aalto-yliopisto
Aalto-universitet
Aalto University

10.42 9.6.2023