

# Welcoming international staff to Aalto – Spouse network

—  
Aalto HR International  
Mobility team

9 June 2023



Aalto-yliopisto  
Aalto-universitetet  
Aalto University



# Aalto University at a glance

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

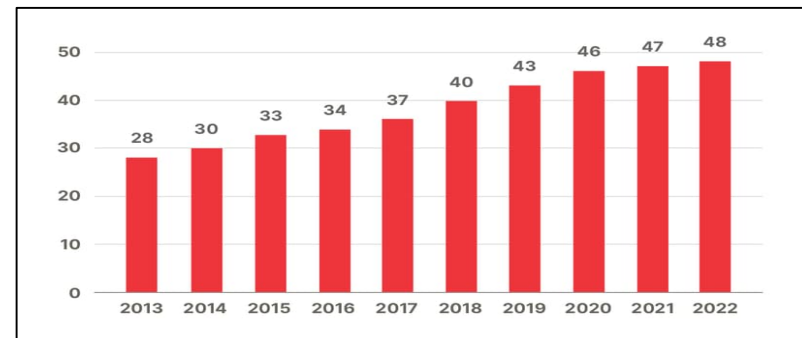
- Helsinki University of Technology (founded 1849)
- The University of Art and Design Helsinki (founded 1871)
- The Helsinki School of Economics (founded 1911)
- **Total Annual budget €397 million (2022)**

## 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 staff %  
China, Iran, Pakistan, India

# International Mobility team

## Who we are

- **Mikaela Stelwagen**, Overall responsibility & Spouse support  
[Mikaela.Stelwagen@aalto.fi](mailto:Mikaela.Stelwagen@aalto.fi)
- **Minna Planman**,  
International assignments & Employer registrations [minna.planman@aalto.fi](mailto:minna.planman@aalto.fi)
- **Eeva Lyytikäinen** Statistics and analytics & Events [eeva.lyytikainen@aalto.fi](mailto:eeva.lyytikainen@aalto.fi)
- **Mari Tammisaari** – ARTS pilot, events  
[mari.tammisaari@aalto.fi](mailto:mari.tammisaari@aalto.fi)
- **Minna Tenhunen** – ELEC pilot, events  
[minna.tenhunen@aalto.fi](mailto: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



Aalto-yliopisto  
Aalto-universitetet  
Aalto University

# For families and spouses | Aalto University

The screenshot shows a web browser window with three tabs: 'Aalto-yliopisto', 'Resetting the password, and a fo', and 'For families and spouses | Aalto'. The address bar shows the URL 'https://www.aalto.fi/en/careers-at-aalto/for-families-and-spouses'. The website header includes the Aalto University logo, navigation links for 'For personnel', 'Support us', and 'EN', a search bar, a menu icon, and a 'Log out' button. The main content area is titled 'Spouse network' and contains a section 'Spouse networks'. The text describes the 'HEI LIFE Spouse Network' as a group for spouses of international employees in higher education institutions in the greater Helsinki area. It mentions that the network will arrange events, provide peer-support, and collaboration possibilities. It also lists 'Services for spouses (City of Espoo)' and 'The Career Club Espoo'. The bottom of the page shows a Windows taskbar with various application icons and a system clock displaying '11.11 29.5.2023'.

**Spouse network**

**Spouse networks**

**HEI LIFE Spouse Network** hopes to bring together the 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!

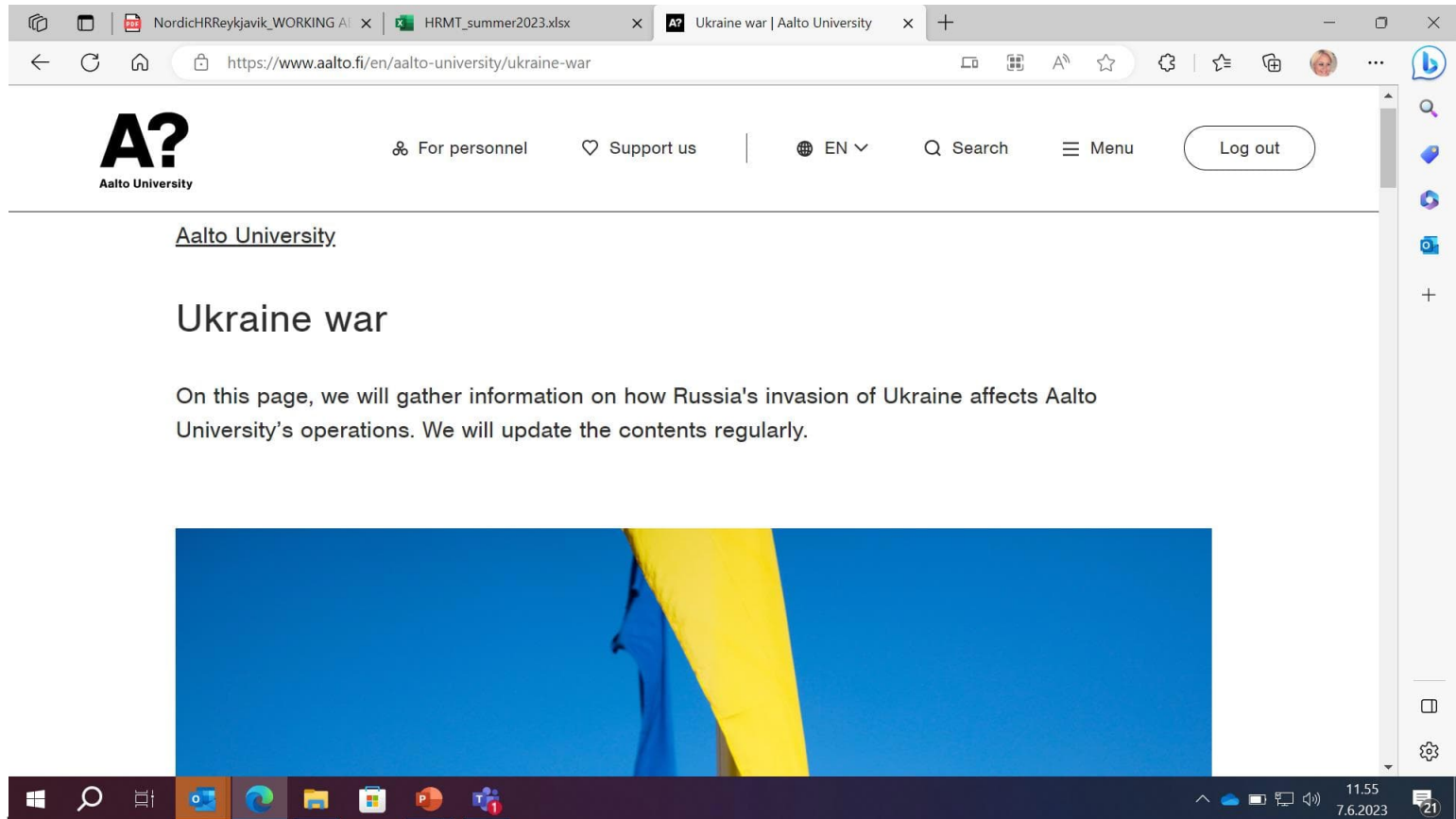
Network will arrange events, provide peer-support and collaboration possibilities for the spouses. In addition you most definitely will meet new people and perhaps gain life-long friendships!

**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)** is 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

# Ukraine war | Aalto University







# 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

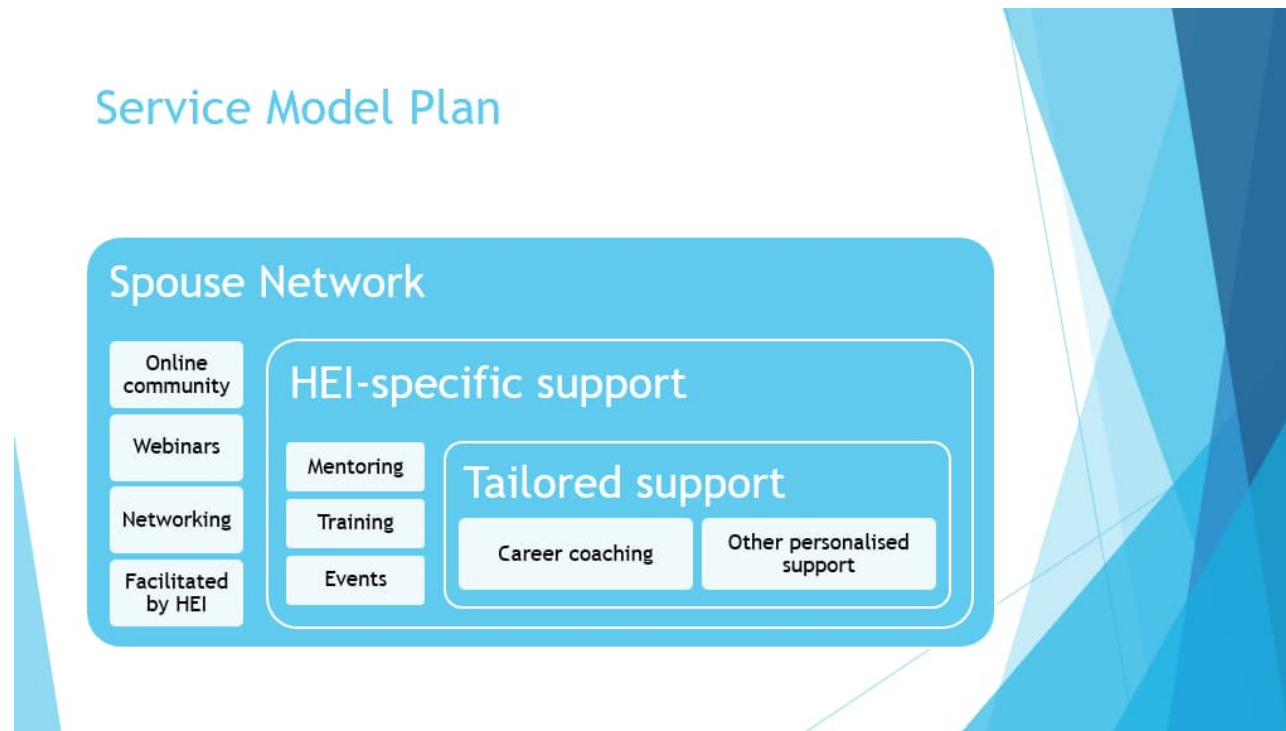
**HEI LIFE** stands for Higher Education Institutions' Support for International Academics and Staff – Living, Integration, Family and Employment in Finland.

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



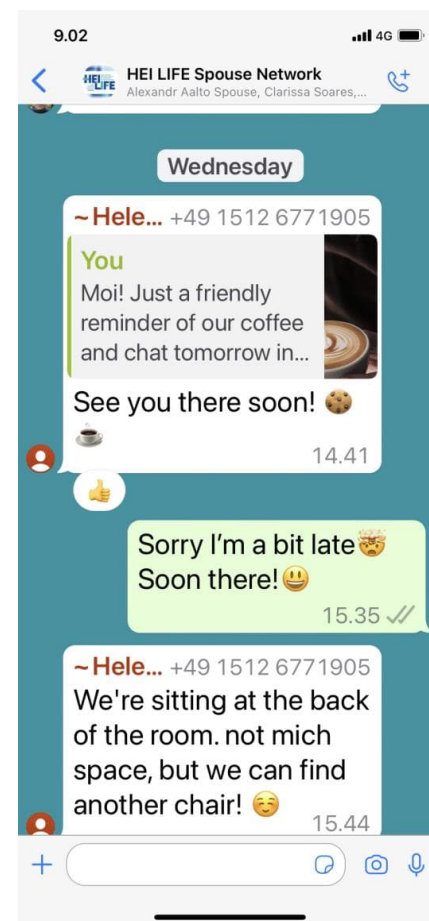
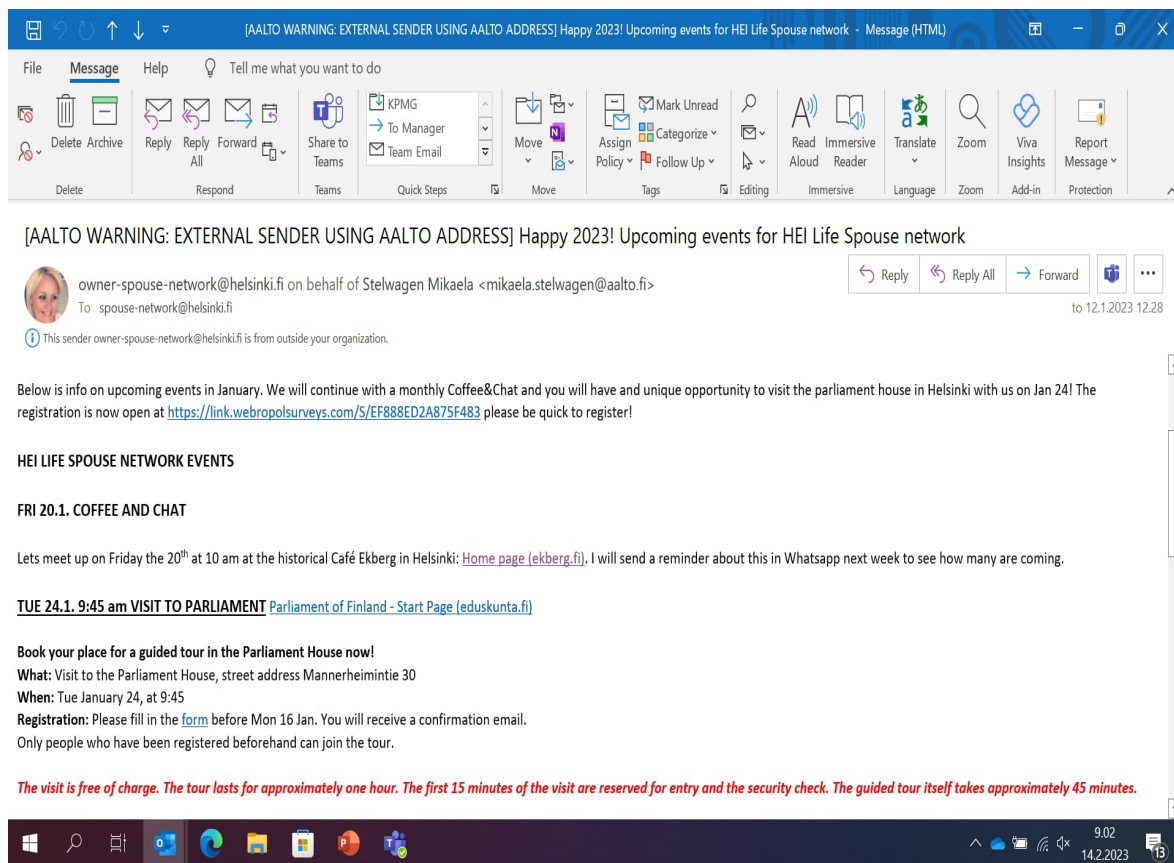
- In co-operation with University of Helsinki, Hanken School of Business, Uniarts Helsinki, Haaga-Helia university of applied sciences
- HEI LIFE for International Academics, Staff and Families | Cooperation | University of Helsinki
- There are over 100 spouses registered in the network to connect with



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



# Examples of HEI Life comms



# 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 Applied 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

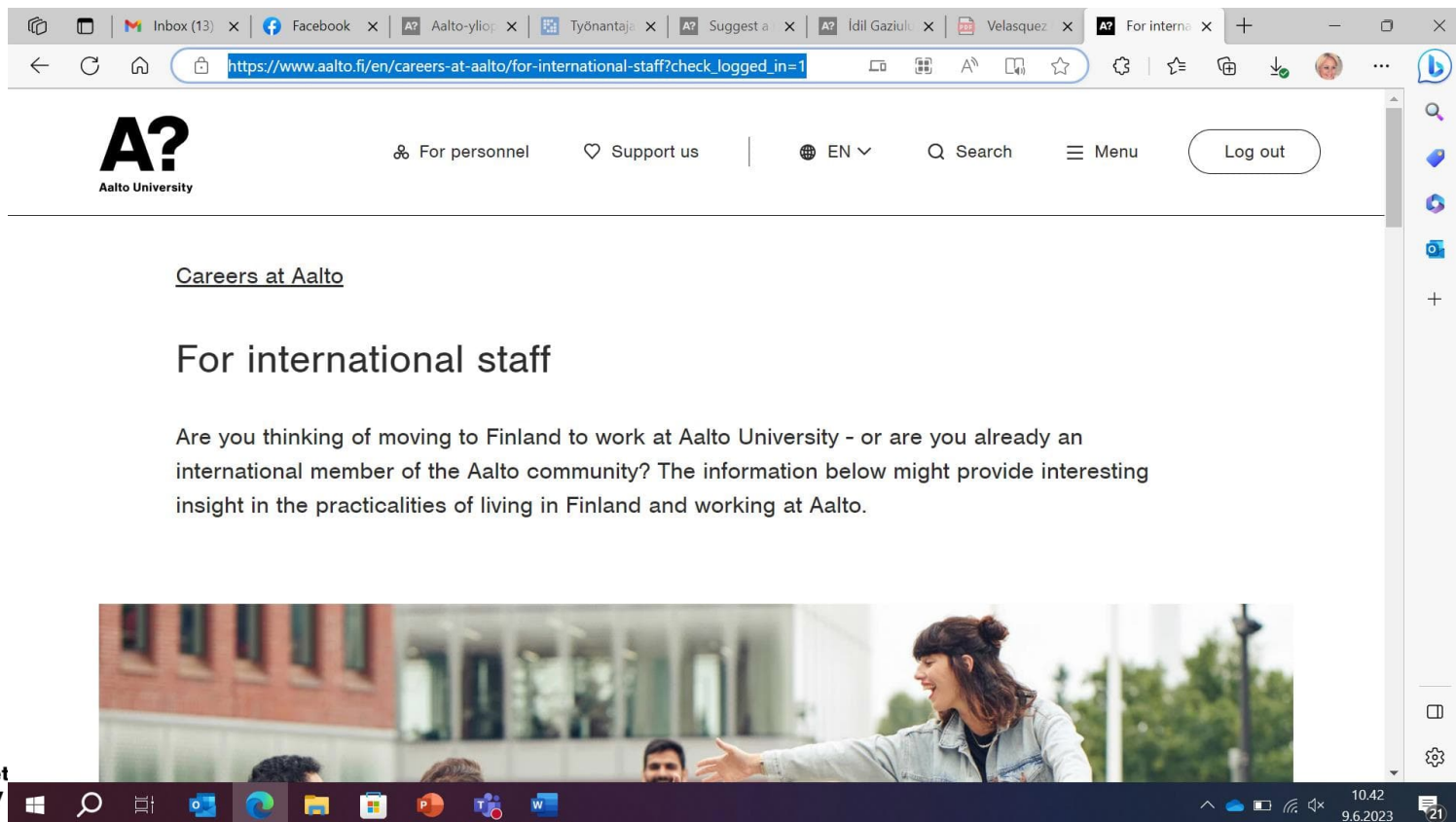


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# HEI Life spouse network – Best practices and lessons learned

- 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



The screenshot shows a web browser window with multiple tabs open. The active tab is titled "For interna" and the address bar shows the URL "https://www.aalto.fi/en/careers-at-aalto/for-international-staff?check\_logged\_in=1". The page header features the Aalto University logo (A?) and navigation links: "For personnel", "Support us", "EN", "Search", "Menu", and a "Log out" button. The main content area is titled "Careers at Aalto" and "For international staff". Below this, a paragraph reads: "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." At the bottom of the page, there is a large image showing a group of people, with a woman in the foreground gesturing towards the camera. The Windows taskbar is visible at the bottom, showing various application icons and the system clock displaying 10:42 on 9.6.2023.

**A?** Aalto University

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.

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