

Workshop 4: Language training activities and intercultural learning

Thematic Input:

admINT – Internationalisation of Administration

Institutional context

- university at the founding location of the Bauhaus
- about 4000 students, 30 % international
- 40 courses of study in the fields of
 - Architecture and Urbanism
 - Civil Engineering
 - Art and Design
 - Media.
- in a small city named Weimar (65.000 inhabitants)



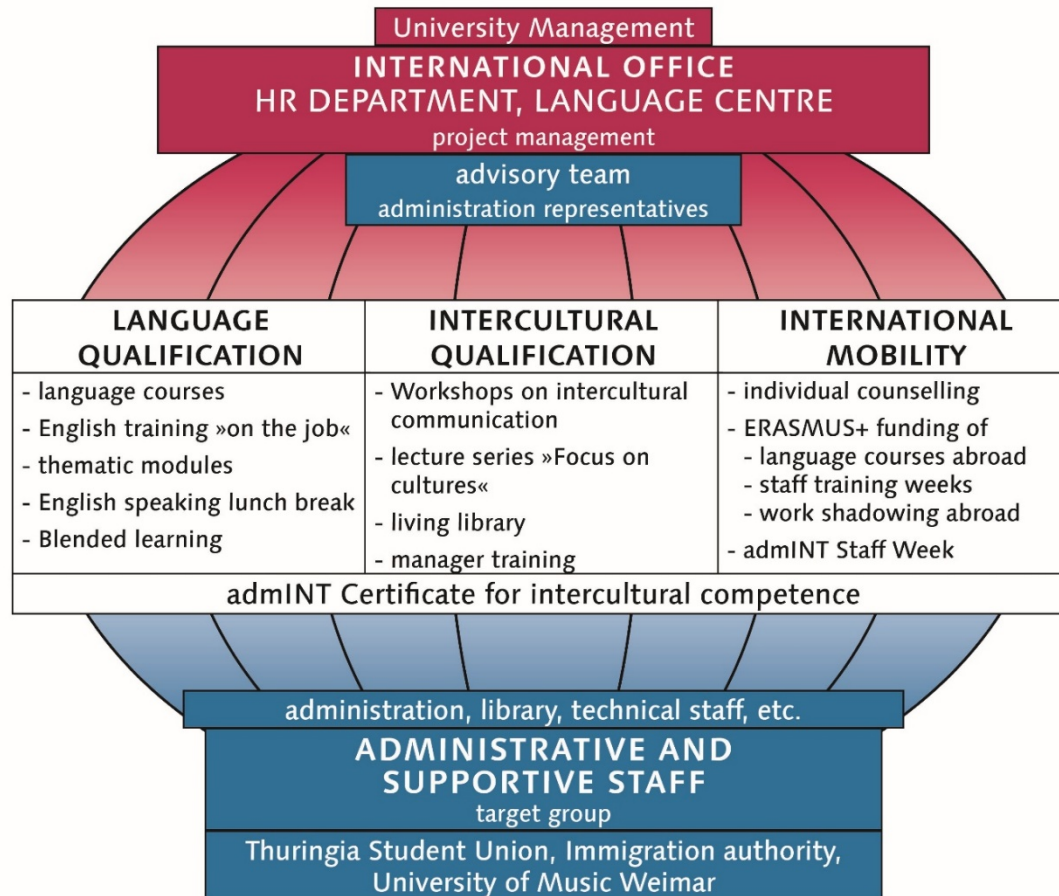
Main Building of the University

admINT - Internationalisation of Administration

- project funded by the DAAD 2015 – 2020
- „model project for improving the welcoming culture at universities“
- implemented by the International Office in cooperation with Human Resources Department and Language Centre
- targeted at about 400 non-academic employees of the university
- as well as relevant local partners: Student Union, immigration authority, city administration



admINT - internationalisation of administration



- qualification
- participation
- networks

Manage expectations:

What aims can be achieved?

Individual:

- (only marginal) improvement of language knowledge, but more importantly
- boost in confidence in language usage
- generating enthusiasm for continued learning



At the lecture halls

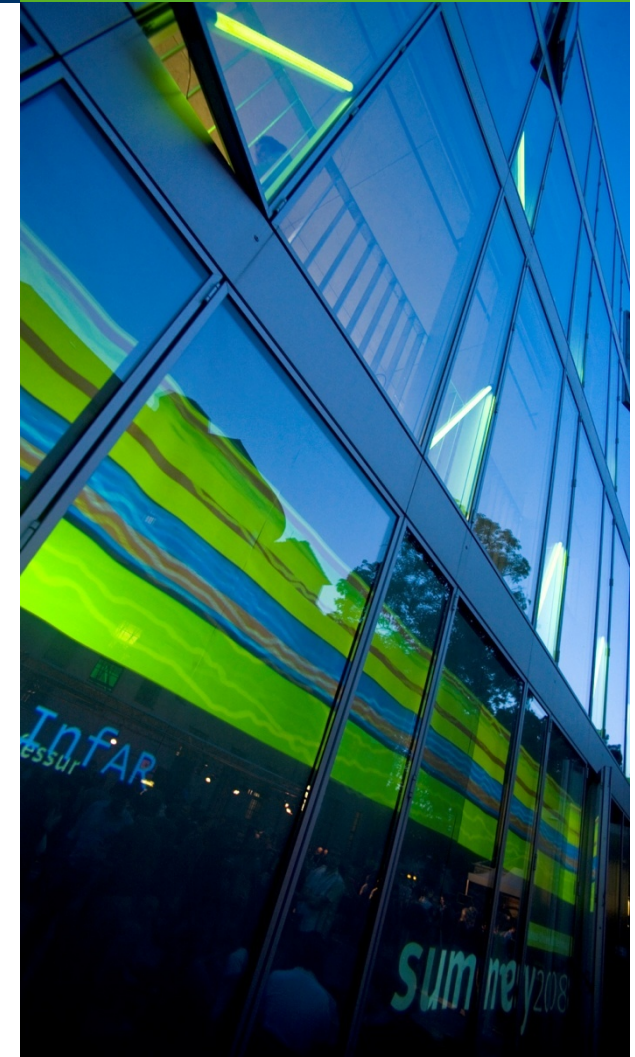
Key findings

Manage expectations:

What aims can be achieved?

Institutional:

- positive attitude towards internationalisation challenges
- „infecting“ colleagues, spreading the attitude
- strong signal that the issue is important to the institution and its leadership



Create accessibility:

What individual support is needed?

- Communicating offers
 - Multipliers at all levels
- Advice with choosing offers
 - Personal interview before applying for mobility
- Create stepping stones
 - language courses@home, brown bag lunch
- Embed in other measures for intercultural competence
- Encourage to transcend own limitations



Key findings

Favorable context:

What institutional support is needed?

- Strengthening role of management heads as personnel developers
- Language courses during work time
- Dedicate resources (Erasmus+ and others)
- Official recognition (certificates, etc.)



Bust of Henry Van De Velde

Thank you!

PS: We are **looking for partners to organize regular work shadowing mobilities for lower ranking administrative staff.**

Please contact: susanne.wille@uni-weimar.de