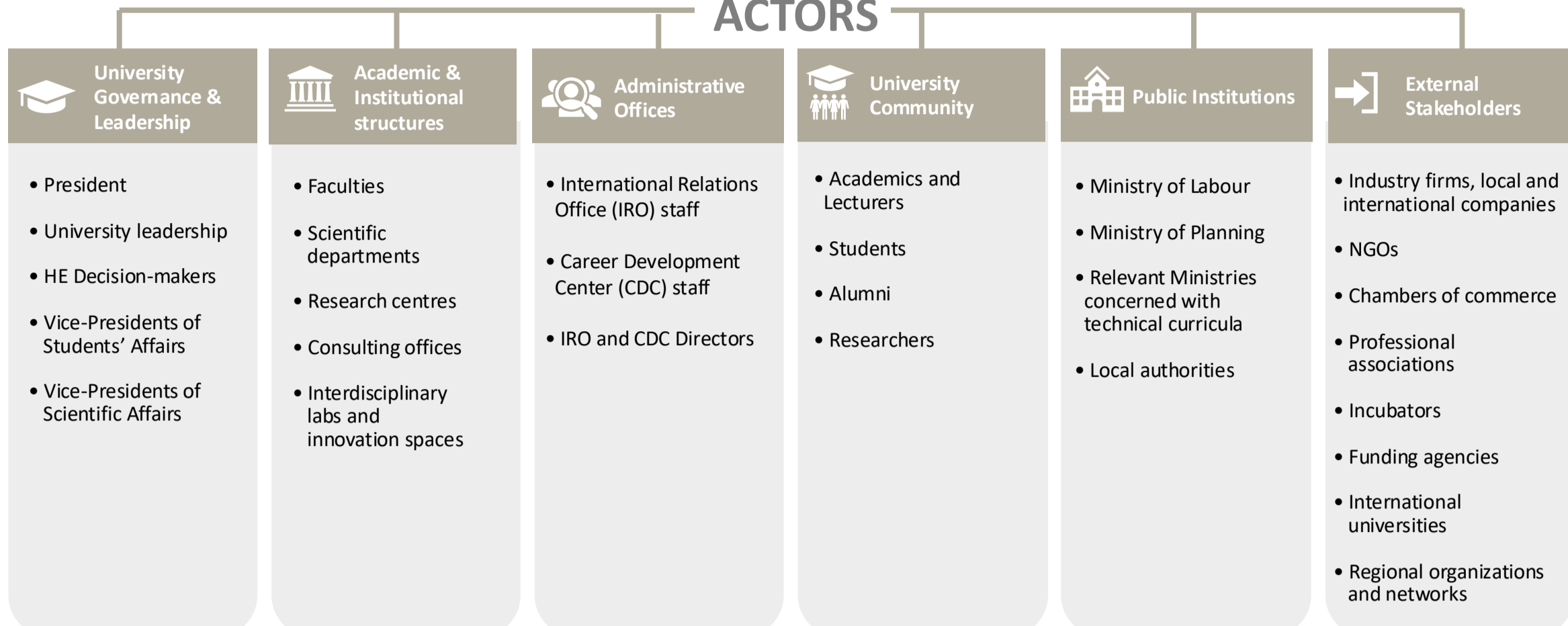


SYNERGIC ROADMAP

How to create synergies between Internationalisation and Career Development at systemic level

The Synergic Roadmap is a **model** that serves the scope of **generating synergies between internationalisation and career development** at systemic level in **Higher Education** Institutions. It includes an overview of the Actors to be involved in the process and a number of Objectives to be reached. Each objective is related on the one side to Actions, and on the other side to the Expected Impact generated at institutional level. Actions outline the activities to be put in place to reach more than one Objective, in the logic of the synergic approach. As well, the overall impact on the university is generated by the capacity of institutions to reach more than one Objective. The rationale of the Synergic Roadmap is to demonstrate that collaborative work and a participatory approach supports institutional development in a more coherent and comprehensive way.

ACTORS



Timeline Legend

Short-term

Medium-term

Long-term

ACTIONS



- Register the university on international platforms and ranking systems, as well as facilitate and establish connections and relationship with international networks, NGOs, regional and international universities and stakeholders **1 4 5**
- Develop a strategic branding plan, highlighting success stories of alumni, student projects, and research outcomes **1 2 3 5**
- Showcase institutional achievements via media, publications, and storytelling campaigns **1 4**
- Develop student exchange programs, including scholarships and international internships, as well as on-campus activities such as intercultural events and students-led initiatives **1 2 4**
- Offer online cultural courses and virtual collaborations with international institutions for students and staff **1 2 4**
- Promote faculty mobility and exchanges (also nationally) and participation in international conferences and joint research initiatives, including PhD fellows **1 3 5**
- Advertise and promote virtual exchange opportunities and transnational virtual collaboration as complementary and innovative ways for acquiring skills **1 3 5**
- Include stakeholders in curriculum co-design via sectoral committees **2 4 5**
- Establish consulting offices to address community and industry challenges **2 3 4**
- Promote public engagement and service-learning opportunities, including volunteering programs **4 5**
- Encourage alumni and industry participation in mentoring, internships, and collaborative projects **2 3 5**
- Embed project-based learning and research-driven projects into all programs **2 3**
- Support agreements for international co-supervision of PhD students and international Talent exchange programs **1 2 3**
- Create interdisciplinary labs and innovation spaces, linking research to societal impact. Create co-working spaces, and innovation hubs connecting students, faculty, and external partners. Collaborate through pilot studies and research initiatives **3 4 5**
- Hold job fairs, international career days, scientific competitions, and public engagement activities to foster development of soft skills and creativity **2 3 4**
- Develop Learning Agreements and a clear Credit Transfer framework for student and staff mobility **1 4**
- Establish and sign MOUs with national and international universities and organizations **1 4**
- Allocate a dedicated budget for mobility programs, internships, and international training **1 3 4**
- Establish faculty focal points for mobility and internationalization to ensure systematic collaboration between the International Relations Office (IRO) and academic departments **1 4 5**
- Enhance academic resources: provide access to international journals, databases, and alumni networks. Support dissemination of research outcomes **1 3 5**
- Recognize and reward faculty achievements in research, publications, and teaching **3 5**
- Offer continuous professional development opportunities (CPD) nationally and internationally for both academic and administrative staff **1 4 5**
- Train staff in teaching innovative methods, comprehensive internationalisation, project management, fundraising, sustainability and entrepreneurship **1 3 4 5**

OBJECTIVES



- Objective 1. Strengthen University reputation and expanding international exposure, reinforce strategic partnerships and mobility, facilitate access to global opportunities and promote institutional excellence**
 - 1.1 Enhance visibility for higher education institutions at national and international level
 - 1.2 Strengthen South-South and North-South cooperation to enhance global engagement and professional growth by increase student and staff mobility
 - 1.3 Develop strategic partnerships with industry, international universities, and professional networks to diversify opportunities and resources for students, faculty, and staff
- Objective 2. Filling the gap between academia and the job market, foster a culture of entrepreneurship and the development of soft and global skills**
 - 2.1 Promote an entrepreneurial and open-minded mindset among students and staff, including the development of soft skills, global competences and the participation in extra-curricular activities
 - 2.2 Co-design curricula with industry and global partners to integrate labour-market relevance, international competencies, and practical skill development.
- Objective 3. Creating a dynamic learning environment, promoting innovation and research and making universities impactful in the society**
 - 3.1 Encourage teaching innovation, research and innovation projects addressing local and global challenges
 - 3.2 Practical and technical solutions to real-world problems through technical and applied research
 - 3.3 Support student start-ups, collaborative projects, and cross-disciplinary initiatives with potential for real-world application
 - 3.4 Innovating teaching and learning environment to advance in the quality of education and providing to students additional opportunities for self-development
- Objective 4. Optimize services for Internationalization and Career Development, making coordination, synergies and integration part of the institutional strategy**
 - 4.1 Improve communication and accessibility of key services (e.g., International Relations Office, Career Development Center, academic departments)
 - 4.2 Streamline administrative processes for mobility, internships, and career-related activities, to improve transparency and access to opportunities
 - 4.3 Enforcing synergies between international relation activities and the professional development of students and graduates, through national and international stable and operative agreements
- Objective 5. Build institutional capacity for Lifelong Learning and Continuous Professional Development**
 - 5.1 Implement continuous professional development for staff to support graduates' internationalization and career readiness
 - 5.2 Develop innovative labs, mentorship programs, and digital platforms to link learning, global competencies, and employability
 - 5.3 Providing tools and methods that enhance lifelong learning capacity of students

EXPECTED IMPACT



- Strengthen the university's international reputation, recognition and appeal **1 4**
- Create a generation of students' and graduates with new skills for employability: entrepreneurial skills, innovation, problem-solving and lifelong learning skills **1 2 3 5**
- Foster research, innovation, and community engagement initiatives that contribute to addressing local and societal challenges **2 3 5**
- Prepare graduates to succeed in an interconnected world through openness to diversity, cross-cultural and communication skills, creativity, inclusion and global awareness **1 2 3 4**
- Contributing to the sustainable development of the region, solving pressing societal problems and creating new employment opportunities **2 3 4 5**
- Increased participation in international exchanges for students and staff. Enhanced quality and diversity of mobility initiatives **1 2 4 5**
- Clear institutional commitment towards internationalization and professional development **1 3 5**
- Strengthened links with international industry partners, creating potential recruitment pipelines **1 2 4**
- Creation of a sustainable internal network to champion internationalization within each faculty, promoting collaborations across departments and with external partners, interdisciplinary labs and innovation hubs **1 4 5**
- Strengthened faculty and student research capabilities through improved access to international journals, databases, and alumni networks **2 3**
- Increased motivation, job satisfaction, and retention through recognition and reward of faculty achievements **3 5**
- Improved teaching quality, administrative efficiency, internationalization capabilities, and overall institutional performance through stable international collaborations continuous professional development (CPD) **1 4 5**

associated partner

coordinator

