

The Expatise Academy



Worldwide Provider of Learning Solutions
for
Global Mobility, Comp&Ben and Payroll Professionals
since 2010



Table of Contents

[The Expatriate HR GM Fundamental Course – level 3](#)

- Country-specific Compliance Requirements
- About online learning
- About in-class learning
- Certification

[Practical Course Information 2022 – 2023](#)

- Target audience
- Language
- Location/ dates
- Tuition fee
- General Terms & Conditions

[The 2022-2023 Curriculum](#)

- Module 1 HR GM Competencies
- Module 2 International Labour Law
- Module 3 Immigration: Visa & Permits
- Module 4 Cross-border Income Taxation
- Module 5 International Social Security
- Module 6 International Payroll & Special Work relations
- Module 7 Final Assessment

[About Expatriate Academy](#)

- [Why Expatriate Academy exists](#)
- [Expatriate Learning Principles](#)
- [Expatriate Proven Methodology](#)
- [Expatriate cutting-edge Technology](#)
- [Expatriate Partners and Governance](#)



The Expatisse HR GM Fundamental Course Level 3

The Art of Compliance

Each country has its own system of rules and legal compliance requirements set out in various disciplines, each complicated in itself and in addition to that, interrelated with many more disciplines as well. This challenges the HR Global Mobility (HR GM) Professional to not only deal with each discipline and the coherence between the disciplines but also with the complexity of the concurrent home and host regimes as well as the interests of multiple stakeholders in multiple countries and cultures.

This is a hazardous environment where the risks of non-compliance and assignment failure are always present and can lead to not only financial damages but emotional and reputation damages as well. And although there will be consultants and third-party vendors around to take over some or even all tasks, this doesn't waiver the employer's ultimate responsibility and liability.

You cannot eliminate non-compliance risks, but you can learn how to manage them.

However, in order to manage risks, you need to understand and recognize them and know how to parry them. For that you need knowledge. **Knowledge is key to being in control!**

The first step to obtaining this knowledge is a full understanding of one jurisdiction and how this system works in an international context. This is the necessary stepping stone to read other systems, detect hazards timely and act proactively upon them.

Expatisse Courses on country-specific Compliance Requirements

The Expatisse® Academy provides this first step towards being an all-round HR Global Mobility Professional in an intensive post-graduate training course called "HR Global Mobility & Compliance". This course is aimed at professionals responsible for case handling and operational decision-making regarding cross-border workforce deployment with a special focus on country-specific legal compliance regulations in an international context. Furthermore, the course provides access to a network of peers, reliable information sources, trusted consultants, and service providers.

The learning method we chose is tailored to the individual learning needs of each participant and blends performance learning, online self-study, peer learning, and classroom sessions into an effective and efficient learning journey.

Online Learning

The Expatisse online learning program consists of preparatory self-study and ongoing testing.



Mandatory preparatory online self-study brings participants to the level they need to start and successfully accomplish the course. Moreover, it improves the effectiveness of classroom sessions because participants are on the same level of understanding.

The preparatory self-study is provided by the Expatise state-of-the-art learning technology, that enables a truly individualized learning approach. All learners at Expatise Academy have 24/7/365 access to a private, secured, and web-based environment for the course they enrolled in – the Online Campus – where they can find

- the study materials per topic: digital handbooks, video lessons, tests, libraries;
- communities for intervention and networking with their fellow learners;
- easy access to teachers;
- a personal learning management system that indicates their progress in activities and knowledge retention.

Ongoing online testing (MemoTraining) is essential in the Expatise Learning Concept. It reinforces learning objectives and provides reliable knowledge acquisition and retention. Throughout the course, participants receive quizzes via an app on their mobile devices. These quizzes will help them to test, refresh and expand their knowledge and ultimately retain what they have learned.

Research shows that people forget about 80 percent of newly acquired knowledge within 24 hours. Research also shows that the human brain accepts new concepts largely through constant recall and that certain knowledge areas need more attention than others to store them in our long-term memory. To minimize the risk of knowledge evaporating, Expatise provides learners with Memo Training™: the key to not forgetting. This learning tool is designed to challenge learners through selective repetition: the knowledge that learners struggle with will be tested more often, thereby creating a personal (!) repetition scheme and ensuring newly gained knowledge is stored in their long-term memory.

In-Class Learning

Traditional practice-driven classroom lecturing is an important component in the Expatise Learning Concept, albeit in small groups, highly interactive, and revolving around job performance. Group dynamics and discussions enable participants to reach a deeper understanding of the topic involved and gain new insights about the HR GM profession and their role in the broader GM environment.

Furthermore, it enhances their peer-to-peer network which is vital to share experiences and exchange information, and provides easy access to the Expatise Faculty: senior subject matter specialists designated by multinational companies, renowned consultancy firms, governments, universities, and service providers.

Certification

Participants who pass the exam obtain the ^{EC}HR Global Mobility – level 3 quality designation. This certification is a formal recognition by Expatise Partners that the participant has demonstrated proficiency within, and comprehension of the HR Global Mobility environment and helps validate the level of expertise and experience of HR Global Mobility professionals.



Practical course information 2022-2023

Target Audience

Practitioners in HR Global Mobility and adjacent fields who are involved with organizing, supervising, and/or administering cross-border assignments, to and from the Netherlands, irrespective of whether they sit in-house or in an outsourced setting.

Location/ dates

Registration opens in August 2022. Upon registration, the participant receives a personal login code and can start the online preparatory self-study.

We expect the in-class sessions to start in Q1 2023. The exact dates and locations will be determined in consultation with the participants.

Language

Depending on the group composition, the primary language will be English or Dutch.

Tuition Fee

The costs of the Global Mobility & Compliance course amount to €3,950 plus vat.

This includes a 12 months learning curriculum: online self-study, 7 full-day in-person lectures (once a month), MemoTraining, video lessons, Q&A tests, the Expatisse Handbook for HR Global Mobility Professionals, access to the Expatisse Helpdesk, topical online libraries and peer2peer communities, certification & EC-registration, membership of the Expatisse Alumni Network.

However, if -due to Covid-restrictions- personal presence is not allowed, the tuition fee will be reduced to €3,500 plus vat for the fully online version: online self-study plus 14 live online lectures (3-hour lessons, every 14 days).

Expatisse General Terms and Conditions

Registration is subject to Expatisse Academy Terms and Conditions:

<https://www.expatisse.academy/expatisse-general-terms-conditions/>

What peers say

Very good course for both starting and more experienced HR Global Mobility professionals.

A very hands-on, relevant program that teaches you to ask the right questions at the right time.

It's great to keep on being challenged on my knowledge and be able to repair gaps I see.

Incredibly informative, up-to-date, and useful content, allows us to participate, share, learn, and connect.

Sharing best practices in an environment with other passionate allows me to do my job better, stay up to date, and build my network for collaboration and knowledge sharing.

Studying at the Expatisse Academy is a very simple and cost-effective way for me to build and improve my knowledge, share information, and learn the things I need to learn for me and my company.

A very time and cost-efficient course.

CFO: What happens if we train them and they leave?

CEO: What happens if we don't and they stay?



The 2022-2023 Curriculum

The Expatise® HR GM Global Mobility & Compliance course aims to develop knowledge and understanding of Dutch rules and regulations regarding cross-border workforce deployment, to use solution-focused applications, gain practical expertise and skills in the independent management of standard processes, build up a network of peers to share experiences/ exchange information, and to learn where to find reliable information sources and service providers.

The course consists of 7 modules and combines (live online and/or in-person) classroom sessions with individual, online learning:

Module 1: HR Global Mobility Competencies

Course objective General: Understanding the dynamics in cross-border company activities, developments in the role that Human Resource Management in general and the HR Global Mobility function in particular fulfill within that framework, the practice of HR GM operations, tactics, and policymaking, the positioning of the HR GM function within one's organization and the interests of stakeholders that are involved.

Course objective Legal Compliance: Being able to identify and recognize the various disciplines HR GM covers and their interconnectivity; understanding the interests of involved stakeholders and the implications of non-compliance for each of these stakeholders.

Course objective Intercultural Competences: Knowing what culture entails, how cultural differences manifest themselves and influence communication; understanding why it is important to deal with cultural differences, and the skills required for this.

Module 2: International Labour Law

Course objective General: Recognizing the characteristics of an international labour contract; being able to distinguish the formal, material, and economic employer; knowing how to determine which labour law system applies, and understanding the implications when multiple systems rule over the labour contract.

Course objective Dutch Labour Law: Understanding which issues can arise from cross-border deployment; knowing the components a Dutch labour contract consists of; knowing what employer's obligations and employee's obligations entail; understanding issues arising from the termination of the labour contract in an international context.

Course objective Assignment Structuring: Knowing the differences between the Termination, Secondment, Suspension, and Dual employment construction and understanding which construct to apply.



Module 3: Immigration/ Dutch Visa & Permits

Course objective Entry Visa & Residence Permit: Understanding the Dutch system regarding C-visa and D-visa, Residence permit, Van der Elst, OCVF, Registration.

Course objective Labour Migration: Understanding the Dutch system of work permits regarding waivers, regular and simplified procedures and their conditions and exemptions, the practice of application procedures, accompanying family members, sponsor requirements, non-compliance, and enforcement.

Course objective Knowledge Migration: Understanding the Dutch system regarding Highly Skilled Migrant Regulation, the practice of the application procedure, accompanying family members, sponsor requirements, non-compliance, and enforcement.

Module 4: Cross-border Income Taxation

Course objective General: Understanding the tenet of Fiscal Residence, Employer, Double Tax Avoidance; understanding tax liability, withholding of wage taxes, and the role of the employer; understanding the implications of non-compliance and enforcement and knowing how to repair non-compliance.

Course objective Reimbursement of Extraterritorial Costs: Understanding the Dutch Work-related costs Scheme (WKR), and 30% Facility.

Course objective Capita Selecta: Understanding the relevance of Foreign Wage Components, Permanent Establishment, and Cost Allocation from an HR GM point of view.

Module 5: International Social Security

Course objective General: Understanding the importance of social security in an international context; understanding the tenet of fiscal residency, permanent establishment, (formal/ economic) employer, etc.; understanding the system of coordination of European social security systems and the concept of bilateral Social Security treaties; understanding the implications of non-compliance and enforcement and knowing how to repair non-compliance.

Course objective Determination Rules: Knowing how to interpret and apply European Social Security legislation and bilateral Social Security treaties with the Netherlands; understanding what triggers mandatory social security in the host country.

Course objective Dutch Social Security schemes: Understanding the Dutch mandatory system of employee and resident insurances and their coverage, capped/ uncapped contributions, the role of the employer in the Social Security system, the Dutch Voluntary Social Security, and compliance requirements.

Course objective International Health Care Insurance: Understanding the determination rules regarding mandatory health insurance according to European legislation and bilateral treaties and how to apply these rules in practice.



Module 6: Special Work Relations & International Payroll

Course objective Special Work Relations: Understanding challenges of working with self-employed persons and recruitment/ staffing agencies in an international context, and third-party vendors/ consultants.

Course objective International Payroll: Understanding the concept of payroll taxes and withholding, payroll compliance, the concept of global payroll, shadow payroll, split payroll, and hypo tax. Experiencing how the aforementioned fields of knowledge come together and culminate in the payroll.

Module 7: Final assessment & presentation of certificates

All-encompassing examination game: Connecting the Dots.





About Expatise Academy

For Expatise Academy, Global Mobility (GM) is about moving the right people across country borders to the right work location at the right time and at the right costs, irrespective of whether or not the move is initiated by the company or self-initiated by the worker. If the movement fits this description, it falls within the remit of the Academy.

Following this definition, all actors involved in such a cross-border movement belong to the GM ecosystem and are of interest to the Academy, irrespective of their role, competencies, rank, the reason for involvement, and country of their work location. However, the key focus of the Academy is the “spider in the web”, the function that bears the ultimate responsibility for the move from a corporate Human Resource point of view: the HR GM function.

Historically, the HR GM function was seen as a provider of mere transactional services and cost centre within the HR department, often regarded by line management as a barrier to international expansion.

Although that still is the case in some organizations, in general, the function nowadays gains attention as an enabler of growth for the Business and its high potentials (Talents). This development, however, not only brought the complexity and importance of the HR GM function to the surface, but deficiencies in the core competencies of HR GM professionals as well: they suddenly had to meet new expectations and demands of the many GM stakeholders without being equipped accordingly in terms of extra staffing, budget, and ... education.

Why does Expatise Academy exist

Many years of experience on the job and research into the broader Global Mobility domain led to the inception of the Expatise® ideology in 2002, the didactic methodology in 2009, and the foundation of a not-for-profit expertise center (Expatise Centre) and education institute dedicated to HR GM in 2010: the Expatise Academy.

It is the Academy’s ambition to achieve worldwide recognition of the complexity of the GM domain in general and the importance of the HR GM function in particular for the overall success of the organization and the professional development of its workforce.

To reach this goal, the Academy will improve the knowledge and skills of HR GM professionals, contribute to enhanced performance and visibility of the HR GM function, and bring about a change of mindset regarding the responsibility of stakeholders toward the proper functioning of the HR GM function and, ultimately, the recognition of HR GM as a Profession.

This ambition is driven by the following observations:

- The high pace of globalization and fierce international competition leaves hardly any room for a long-term vision and strategy, but instead forces the Business into short-term and often ad hoc decision-making to safeguard the company’s competitive advantage or at least hold on to its market share;
- In this challenging environment, organizations are moving away from a power-based organization model (“hierarchy rules”) to a value-based model (“the customer rules”) and need to move quickly and easily to where the fast-changing customer demands lead them.
- This pursuit of agility directly affects the HR GM function: stakeholders expect operational excellence and at the same time strategic support and advice.
- However, there is a discrepancy between demands and expectations from stakeholders on the one hand and the reality of the HR GM practice on the other hand, due to various factors:
 - Absence of adequate resources to cope with day-to-day operations due to time-consuming implementation of new technology, policy adjustments evoked by ongoing internal reorganizations, continuous change of legislation, and geopolitical developments prompting countries to close their borders, protect their domestic labour market, optimize tax revenues and social security contributions;
 - Shortcomings in basic competencies because intrinsic HR GM education was missing for a long time and investing in HR GM education has not been a priority;
 - Lack of awareness about the rapidly increasing complexity of cross-border workforce deployment;
 - The illusion of knowledge with HR GM professionals who think they are still in control and do not need to adapt to the new order;
 - Lack of involvement of key stakeholders who do not take their responsibilities for the proper functioning of the HR GM function;
 - Unawareness on the side of leadership about the relevance of the HR GM function;

- Leadership’s “Hear no evil – see no evil” mentality;
- Leadership’s “Penny wise – pound foolish” mentality;
- “Fee-earners versus fee-burners” mentality on the side of the line managers;
- Ignorance on the side of HR transformation consultants who attribute an insignificant role to the HR GM function.

Why HR GM education is imperative

Before 2008, there was hardly any interest in education in the area of HR Global Mobility. Not surprisingly, since the complexity of the disciplines involved was still manageable, the HR departments were adequately staffed, and there weren’t any serious restrictions on financial resources for external consultancy and support. Moreover, governments were still struggling to get a grip on the non-compliance of cross-border workers, and the occasional penalties and reputation damages were embarrassing but not disruptive.

In 2008, things changed. Almost overnight, the HR GM function was confronted with severe constraints on resources due to the economic crisis. In the years to follow, the situation became even grimmer. Economic, political, and demographic developments forced countries to protect their labour markets and national treasury. Consequently, strict enforcement was introduced resulting in delays, extra costs, penalties and reputation damage, etc.

At the same time, business demands changed due to growing international competition and a shortfall of talented employees. The HR GM function had to cope with diversification in assignment types and compensation approaches, the growing demand for flexibility and agility, and the need for strategic support and immediate solutions. And last but not least, the profile of the assignee changed: the influx of the “millennial generation” brought new challenges in terms of requirements regarding their work-life balance.

In this climate, HR GM staff started to feel the full weight of the shortcomings in knowledge and skills. The importance of education and training became obvious.

Embedding HR GM in “New School” learning

Not just the world of Global Mobility in general and HR GM in particular have changed dramatically; the world of education has too. New insights into learning and the development of learning technology opened up a playing field with unprecedented opportunities for in-depth and lifelong education; “old school” teaching retired, and “new school” learning arrived. Against this background and without having any reference or experience to guide us since an in-depth, wing-to-wing and global approach to HR GM education was missing¹, Expatisse Academy had to create education from scratch.

We started with the dissection of the GM ecosystem: who are the actors, what are their roles, motives, interests, activities, responsibilities, relations, and which development path, job classification, titles and required competencies are in place across the industry.

Next, we had to unravel which actor is connecting all the dots in terms of operation, tactics, and strategy and has the overall and ultimate responsibility for a flawless, timely – in terms of an employee experience – successful assignment within the designated budget.

Finally, we had to take developments and trends into account: where are the GM domain in general and the HR GM Profession, in particular, heading in the years to come?

The next step was to distill our own learning principles suitable for “future-proof” HR GM education from the “New School” laws of learning.



¹ In some countries there were some local initiatives, but they lacked the global, holistic and in-depth approach.

Expatisie Learning Principles

It took us five years to analyze and test which learning principles are imperative for effective learning in each stage of the learning process, considering the complexity and dynamics associated with the HR GM function, the wide variety of profiles of the target audience, and the time and budget constraints that still exist within the majority of multinational enterprises. This is the result:

1. One size does not fit all

In this domain that is versatile in so many ways, education must be versatile as well. It doesn't make sense to put corporate HR GM professionals in the same class with HR business partners, Relocation Agents, Tax Consultants, Payroll professionals, etc. without taking these adjacent tasks into account or disregarding their role in the value supply chain. It also doesn't make sense to offer HR GM competency-based education without knowing which competencies need to be covered.

Even more pointless is an in-depth assessment when basic knowledge is non-existing and a silo approach when the disciplines involved are so entangled with each other, as is the case in the HR GM domain. In other words, HR GM education needs diversification.



2. Leading perspective: the HR GM Profession as Focal Point

Our elaborate analysis brought transparency into the HR GM Profession's habitat and underpinned its critical importance for the company's competitive advantage in the international arena and the personal and professional development of its Talents. Once established that HR GM is in charge of delivering operational excellence and strategic support, it is HR GM that must be the focal point in all decisions and actions that relate to deploying staff across country borders. And thus, it is HR GM that must be the focal point when designing education.

The HR GM Profession as focal point principle would become our key differentiator as opposed to existing courses that provide just a piece of the puzzle by focussing on a single stakeholder's perspective, be it from a relocation, destination services, immigration, tax, or assignee's point of view.

The image depicts the HR GM Professional as the focal point in the GM domain, leading its many stakeholders (each with their own interest: the score they are holding) to achieve a common goal. Characteristic is the absence of the conductor's score: due to the many, sometimes conflicting interests and the constantly changing scenery within the organization and outside the organization, the conductor (HR GM) has to improvise continuously to keep the stakeholders on the same page and make all contributions sound coherent.

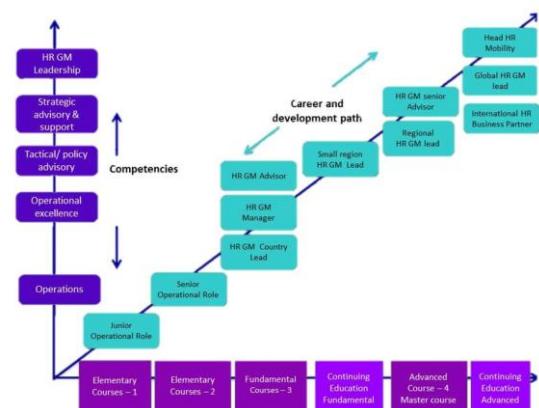


The HR GM professional cannot fulfill his/her task and serve stakeholders' interests without their full cooperation. Any weak link in this value chain will jeopardize the assignment. Hence, all stakeholders need to be aware of the fact that HR GM is in charge and that their performance needs to be impeccable as well.

3. Competency-based approach

Having analyzed the HR GM Profession and its habitat made it possible to dive into the width and depth of the profession itself and map its development path in terms of roles and required competencies: level 1 orientation, level 2 elementary competencies, level 3 fundamental competencies, and level 4 advanced competencies.

The chart embraces the various approaches that exist in organizations around the world regarding the HR GM roles, tasks, competencies, job classification, and titles, and depicts the way education can be aligned with the need of the organization involved and the development of its HR GM Profession.



This analysis enabled us to identify competency-based learning objectives, purposefully design curricula for each level, and create a learning and development path geared towards any setting of the HR GM Profession as well as the HR GM professional’s personal growth and career ambitions.

For employers, the chart offers transparency in roles, tasks, and required competencies and insights into how to arrange their HR GM organization accordingly (in-house, outsourced, offshored). For HR GM professionals, the chart enables them to easily identify their position and career opportunities within any organization.

Individualized approach

Every person is unique, has specific preferences when it comes to learning, and is very well capable of determining for themselves which competencies they need to improve to meet their individual purpose and potential.

HR GM education must incorporate this individual approach, simply because traditional learning is not enough to guarantee effective learning for working professionals in the GM domain. After all, as opposed to other highly specialized professions, there was no intrinsic HR GM education and training available for a long time. This resulted in a generation of HR GM professionals who had to learn the profession by themselves on the job or with the help of colleagues who had to learn it on the job as well.



To repair gaps in their basic knowledge, eliminate misconceptions, and bring them to the level that matches the required competencies within the limitation of available time and budget, traditional learning –even if differentiated as described above – is not sufficient. What they need is a personal learning journey based on a personal development path that is in line with the requirements of their current/ future tasks.

At Expatise Academy, we place the learner at the center of his/her individual learning experience whereby the learner decides to gain knowledge on which specific topic, when, where, and how. Moreover, we provide learning technology that adapts to the level, performance, and pace of the individual learner. This self-directed, performance-responsive, and self-paced learning is a powerful method, not only measured in study time and costs but more importantly in success rate.

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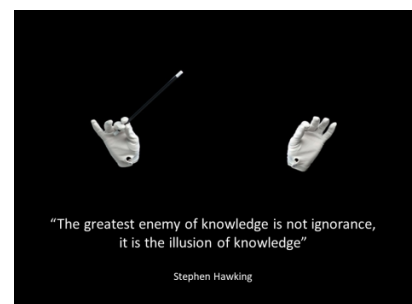
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5. Getting the basics right

The importance of mastering and maintaining the basic principles of HR Global Mobility cannot be stressed enough: in this complex and critical line of work, one cannot afford any flaws.

Although there are still HR GM professionals who like to think they are still in control based on their many years of “experience”, we witness on a daily basis the many gaps and profound misconceptions in basic knowledge that exist due to the lack of intrinsic education in the past. Moreover, we know how difficult it is to repair these gaps and misconceptions once internalized.

To prevent building knowledge on quicksand, we have developed a comprehensive program on general principles. This online preparatory program is mandatory for all participants regardless of the course for which they signed up. Being prepared like this ensures education will address the individual’s needs and truly grow expertise.



6. In-Depth and Overall Approach

The HR GM Profession harbors many (academic) disciplines that are highly interrelated and interdependent. This makes a skin-deep approach to HR GM inadequate and a silo approach hazardous. An in-depth but, above all, holistic approach across disciplines, countries, stakeholders, and cultures is imperative for intrinsic understanding.

Expatise Proven Methodology

Next, we determined the didactic methodology: which methods, strategies, techniques, procedures, and technology ensure that our learners gain and retain the knowledge and skills we want them to gain and retain.²

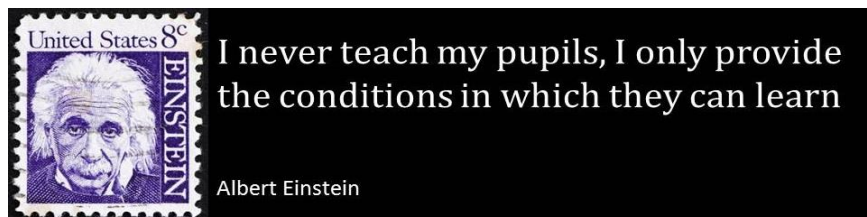
Preparatory Online Learning

Online tests are essential in the Expatise Learning Concept. They reinforce learning objectives and provide reliable knowledge acquisition and information retention.

Mandatory preparatory online self-study brings participants to the level they need to start and successfully accomplish the course. Moreover, it improves the effectiveness of classroom sessions because participants are on the same level of understanding.

In-Class Learning

Traditional practice-driven classroom lecturing still is an important component in the Expatise Learning Concept, albeit in small groups, highly interactive, and revolving around job performance. Group dynamics and discussions enable participants to reach a deeper understanding of the topic involved and gain new insights about the HR GM profession and their role in the broader GM ecosystem.



Furthermore, it enhances their peer-to-peer network which is vital to share experiences and exchange information, and provides easy access to the Expatise Faculty: senior subject matter specialists designated by multinational companies, renowned consultancy firms, governments, universities, and service providers.

Adaptive Learning

In a truly individualized approach, learning needs to adapt to the individual learner. Our smart e-learning exercises are equipped with performance-responsive algorithms that generate study content in response to the learner's level, performance, and pace.

Repeated learning

Research shows that people forget about 80 percent of newly acquired knowledge within 24 hours. Research also shows that the human brain accepts new concepts largely through constant recall and that certain knowledge areas need more attention than others to store them in our long-term memory. To minimize the risk of knowledge evaporating, Expatise provides learners with Memo Training™: the key to not forgetting. This learning tool is designed to challenge learners through selective repetition: the knowledge that learners struggle with will be tested more often, thereby creating a personal (!) repetition scheme and ensuring newly gained knowledge is stored in their long-term memory.

Performance Learning

HR GM education and training should be practice-driven to a high extent in order to make it more authentic, engaging, and meaningful to the learners. The Expatise curricula and study materials address situations, questions, issues, and challenges the learner's experience in real life.

Social Learning

Social learning is about people connecting in physical or virtual discussion groups for intervision: discussing ideas, insights, trends, developments, opportunities, best practices, and worst-case scenarios with each other. At Expatise

² In 2015 we acquired the "proven methodology" status by adding an official master course at the internationally renowned Erasmus University Rotterdam to the HR GM learning and development path.

Academy, we offer our participants an online Learning Environment with access to discussion groups, physical networking opportunities during in-class sessions, and reunions during alumni events.

Continuous, Lifelong Learning (ConEd)

Lifelong learning is the ongoing, voluntary, and self-motivated pursuit of knowledge. At Expatise Academy, we encourage learning at all stages of their career, whether to fill in the remaining blanks, stay up-to-date, refresh knowledge, or pursue the next step on the career ladder. We select the topics for the Expatise ConEd curriculum in close collaboration with our alumni and Partners to ensure practical relevance and provide engaging tools such as the Educate Yourself Portal, online MemoTraining™, and educational News Service™ in combination with well-attended Learning Events.

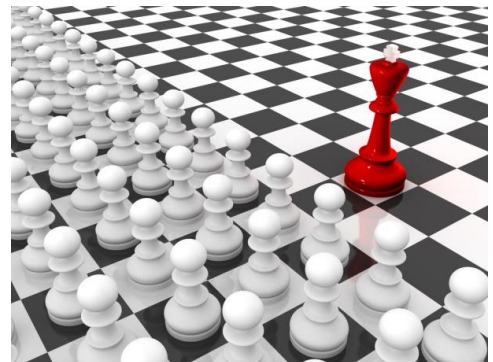
Two-stream Learning: Comprehensive and On-demand

Expatise Academy not only offers comprehensive, multi-topic learning journeys but learning at the point of need as well: short, online courses on a specific topic right there and then when the learner is in need of information or wants to gain knowledge anywhere and at any time when it suits the learner best.

Certification and re-certification

Certification sets a person apart from anyone else who does something in Global Mobility. It provides a feeling of satisfaction for achieving another milestone and reflects the importance and complexity of the HR GM Profession. It also ensures excellence and credibility towards stakeholders, provided it is proof of a truly remarkable achievement, not of mere attendance.

Based on the unbiased results of our online tests, participants can obtain an Expatise Certificate as proof of their achievement. Once someone has mastered a specific combination of knowledge fields, they may even obtain one of the professional Expatise certifications that participants obtain when passing the final exam of the course they’re attending and yearly recertification upon completion of the ConEd program.



Video Lessons

Everyone has a different learning style. Some like to read, others need visuals or at least audio to keep them focused. Video provides it all: text, visuals, and audio. And you can access them at your own pace, whenever and wherever it suits you best, watch them several times and skip the parts you are not interested in. In other words, video lectures are an engaging addition to traditional learning and help cater to different needs and paces.

Expatise Methodology at a glance

1. **Blended Learning: in-class and online**
2. **Adaptive and Repeated learning**
3. **Performance Learning**
4. **Social Learning**
5. **Continuous Learning (ConEd)**
6. **Two-stream Learning: Comprehensive and On-demand**
7. **Certification and re-certification.**

Expatise Cutting Edge Learning Technology

At Expatise Academy, we not only offer a broad array of formats to tailor education to the full potential of the participant and the requirements of his/her employer, but we also provide the technology to make a truly individualized learning approach possible.

All learners at Expatise Academy have 24/7/365 access to a personal learning environment – the Online Campus – containing robust, state-of-the-art learning technology that supports the Expatise Learning Principles and Methodology, and enables adaptive and repeated learning.

Customization

There are only a few employers left that do not offer their staff a training and development path. At Expatise Academy, we can help employers build their own (online) training program. Moreover, we can customize the e-learning component to the employer's look and feel and embed it in the company's employee recognition program.

The Expatise Online Campus at a glance

A private, secured, and web-based environment accessible 24/7/365

Profile-driven courses in multiple languages

Digital Handbooks

Video and Audio Lessons

Adaptive Tests & Assessments

Repeated Learning through Memo Training™

News Service™, an instructional online newsletter

GM Libraries per topic

Online peer-2-peer communities: intervision and networking

Easy access to reliable subject matter experts: the Expatise Faculty

Learning management information system

Knowledge retention information system





Expatise Partners ensuring Quality & Continuity

Alongside the development and implementation of HR GM learning solutions, we committed the main stakeholders (employers, consultants/providers, governments, and universities) to collaborate with Expatise Academy in creating the infrastructure needed to secure quality and continuity. These Partners form the pillars of our foundation by supporting our core values (integrity, independence, and non-profit motive) and helping us to sustain high-quality, practice-driven, and affordable education.

Our Partners are well aware of the fact that education is the most powerful investment in the future of the overall GM industry. That is why they actively support the Expatise Academy by using their influence on behalf of our objectives and providing us with resources, knowledge, skills, insights, and tireless dedication.

Their involvement in Faculties, Advisory Boards, the Supervisory Board, and Knowledge Partnerships not only guarantees quality and continuity but also accelerates awareness regarding the recognition of HR GM as a Profession and GM stakeholders' responsibility toward supporting HR GM professionals.

As an extension of our commitment to quality, integrity, and involvement, we have established:

National Advisory Boards

Ensuring core values: high quality, integrity, practice orientation, and non-profit motive.

Each Board is composed of approx. 10 experienced Leaders per country. They all have a proven record and reputation in the HR GM, Comp&Ben, and/or Payroll arena, passion for educating their staff, in-depth knowledge of current and future organizational structures, and necessary qualities and competencies for trend watching. They believe in our mission and are dedicated to ensuring the quality of the Academy's Programs by sharing with us the learning and development requirements of their staff regarding

- Specific learning needs
- Course content: curriculum, tuition fee, course duration, study materials, etc.
- The selection of Faculty members
- The selection and role of Knowledge and Content Partners.

Supervisory Board

Ensuring governance and continuity.

The Board is composed of external stakeholders advising the Expatise Management Board on matters of continuity:

- Long-term decision-making, and strategic process of the business
- The dismissal, and the designation of members in the Management Board, to ensure long-term succession planning.

The Supervisory Board is composed of max. 5 experienced senior representatives of important stakeholders with a proven record and reputation in the GM arena, a passion for educating HR GM professionals, a relevant international network, and necessary qualities and competencies for strategic planning.

Education Partners

Ensuring a sound didactic methodology, educational standards, and innovation. Our partnerships with universities not only brought proven-product status but also secured high-standard quality and continuity through innovation.

Faculties

Ensuring learners discover their purpose and potential and supporting them in achieving their personal learning objectives.

The Expatise Faculties consist of best-in-class experts in their field of knowledge, delegated by corporates, advisory firms, government, and universities to teach and share their knowledge for the good of the personal and professional growth of their students.

Knowledge Partners

Ensuring creation, development, and sharing of knowledge worldwide.

The Expatise Knowledge Partnership is an arrangement, usually concluded at the level of institutes, meant to create a working environment for larger programmatic cooperation in the field of knowledge creation, development, and sharing.

Expatise KP's are international in outlook and experience and distinguish themselves by their specialist knowledge, reputation, and high-quality intelligence-based research. They endorse and support the Expatise Academy and contribute to our offerings by providing lecturers and content. As to the selection and appointment of teachers, KPs may advise but the ultimate decision lies with Expatise.

Appointment to Expatise Knowledge Partner (KP) follows nomination by the National Advisory Board. Leading principles are trust, transparency, equality (every KP gets the same chances), long-lasting relationships, and regular meetings for the exchange of information. Evaluation of the collaboration takes place annually.

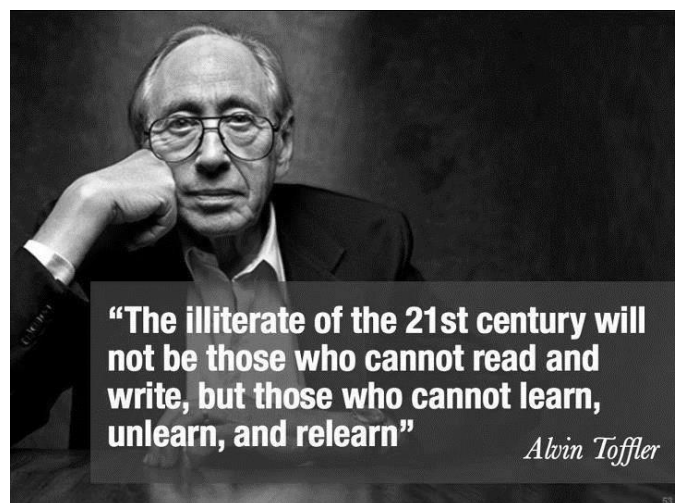
The Expatise Governance Structure

Expatise Academy is a non-profit, collaborative network organization, legally embodied in the entity of a foundation. Its governance structure consists of a Statutory Management Board responsible for strategic management and an Operational Management Board responsible for operational activities.

The Academy's main activities consist of developing, implementing, executing, and selling courses. In order to mitigate the risks resulting from substantial investments in highly specialized content and technology, Expatise Publishers Company was founded. Within the Expatise Publishers framework, content, teaching skills, and technical know-how are forged into an online learning infrastructure. Access to this learning environment follows a license model based on membership of Expatise Academy.

The Academy's offerings are distributed via partnerships with highly motivated HR GM specialists. This choice is based on the Academy's ambition to make high-quality learning affordable and available for colleagues all over the world. A partnership structure creates the effective framework we need to achieve this objective, as it is a powerful tool to expand rapidly under coordinated leadership in combination with individual ownership by motivated partners while ensuring high quality and continuity.

In short, Expatise Academy is about
dedicated,
affordable,
well thought-out,
lifelong
education for HR GM Professionals



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