

# Paragon Pulse



June 2008

## Spouse/Domestic Partner Career Continuity

### Opportunity Knocks

While a recent survey from Worldwide ERC notes family issues as the primary driver for failure of international assignments, a surprising number of respondents to this month's Pulse do not view a lack of Spouse/Domestic Partner career assistance benefits as a deterrent to their international assignment acceptance rate. This finding suggests both the assignee and company may be underestimating the financial, and more importantly, the emotional impact resulting from their spouse/domestic partner potentially putting their career "on hold." Legalities, as well as language barriers, skill set translation, etc. may impede the spouse/domestic partner's ability to remain productive for the duration of the assignment. Alternately, should the assignee go on assignment unaccompanied, a new host of emotional strains may result.

Without a direct relationship to the spouse/domestic partner, corporate HR may not have all the pieces to the puzzle, with some families trying too hard to "make it work" and other qualified candidates self-selecting out of the process before it begins. Addressing the nuances of each family's total career development is crucial to assignment success.



### Survey Participation

June's Pulse data represents results from 20 corporate relocation professionals in the following industries:

Industrial Manufacturing	45%
Technology	25%
Consumer Products	5%
Retail	5%
Education / Non-Profit	5%
Energy	5%
Healthcare / Pharma	5%
Communications	5%

**Final survey results are included in this document.**





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### Bridging the Gap

International assignments offer the assignee the potential for personal and professional development, however can present a challenge as the employee assimilates upon repatriation. Repatriation can be even more difficult for the spouse/domestic partner who may be perceived as unemployable upon return. Investing in an outlet for the spouse/domestic partner to remain engaged in their respective industry or workforce may be crucial as family mobility continues to play a key role in assignment success.

For approximately 1% of the overall total assignment costs, work permit sponsorship (where appropriate) as well as career continuation packages comprised of employment opportunities analysis, resume or CV development, networking guidance, and exploration of career alternatives such as continuing education and volunteer opportunities should support the success of the overall assignment while helping secure a healthy ROI.

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## Survey Results

### What influence does spouse/domestic partner, dual career assistance have on international assignment acceptance rate? (Scale 1 lowest, 5 highest)

1—No impact	15%
2—Little impact	40%
3—Some impact	20%
4—Moderate impact	20%
5 - Large impact	5%

### What forms of dual career assistance do you offer to accompanying spouse/domestic partners on international assignments?

Work permit sponsorship	25%
Reimbursement for continuing education / licensure	25%
Loss of income payment	5%
Support not provided	45%
Other	20%

### If providing loss of income support, what is the basis for payment?

Fixed dollar amount	75%
Percent of salary	0%
Other	25%

### Have you seen an increase for spouse/domestic partner dual career assistance benefits for international assignments?

Yes	15%
No	85%

### Do you anticipate expanding your spouse/domestic partner dual career assistance within the next year?

No	100%
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Questions or comments? Email us at [consultingservices@paragondri.com](mailto:consultingservices@paragondri.com) or visit the News section of our website at [www.paragonrri.com](http://www.paragonrri.com)

