



Added value of Erasmus + Traineeships

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What is EURES?

- **E**uropean **E**mployment **S**ervices: Network composed of all the PES of the EEA member States, together with their partners, the Commission (through EURESco) and other stakeholders. A joint information technology allows us to exchange data and vacancies in real time via the EURES Portal
- **Aim:** To promote the EEA workers free movement, to inform workers about their mobility rights and to give advise to jobseekers interested in developing a working career in Europe.

Eures: The European Job Network



Freedom of Movement: legal basis

To become an **effective** right →

- To make the information available to the citizenship
- Armonization of taxes
- Coordination of Social Security Schemes
- Promotion of mutual recognition of diplomas*:
 - ▶ Bologna Process
 - ▶ Directive on Professional Recognition
- Creation of a conflict-solving service (Solvit)

How do we work?



One national website in www.sepe.es



Encontrar trabajo

portal de empleo
empléate

Nº de ofertas hoy
23448

EURES: Trabajo en Europa
Infórmate sobre la búsqueda de empleo en Europa

Busco empleo

- Ofertas de trabajo
- Acredita tu experiencia laboral
- Trabajar en Europa

Toda la información

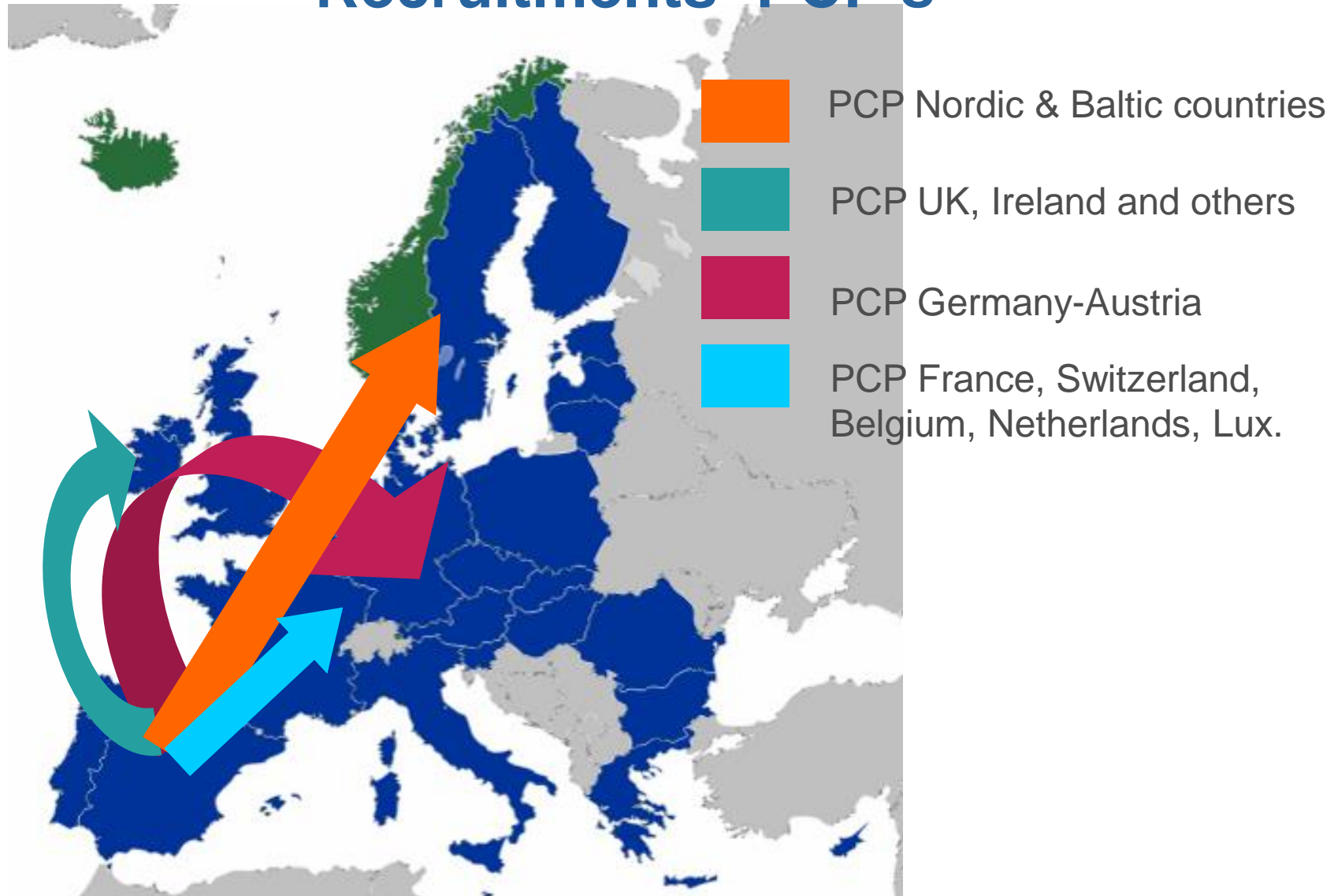
Los perfiles de la oferta de empleo
¿Qué requisitos exigen las empresas a los aspirantes?



Different national working groups:

1. Information & Synergies
2. Employers
3. Statistics & Reports
4. Labour Market
5. Communication & Social Media

Recruitments- PCP's



Other EURES Spain activities



Dissemination of job vacancies -> SEPE.es



Production of reference materials



Internal training (initial & advanced)



Participation in other events



Organización of EJD, EOJD's, workshops...



Synergies.

European Online Job Days

www.europeanjobdays.eu



ALL EVENTS

ALL EXHIBITORS

ALL JOBS

ABOUT



Site search



Login Create Account



EUROPEAN JOB DAYS - EVENTS



TARGET AUDIENCE:

HOSTELRY-TOURISM, IT-PROFESSIONALS &
HEALTH

EURES Jobweek in Canary Islands

18 - 21 November 2014

Online OnSite

Are you a recent graduate or skilled professional in the engineering, IT, hostelry or health sector interested in finding a rewarding career in Europe?

Are you an European IT, engineering,...

[Read more](#)

A brand new Communication Strategy

EURES COMMUNICATIONS STRATEGY
2012-2014






Traineeships & Apprenticeships in EURES



Our Target Audiences

- Professionals with working experience in key sectors (mainly engineering and healthcare).
- Graduates.
- Students and workers in some vocational training branches (metal work, construction, electricity, welding, catering, etc.)
- Unemployed unqualified workers between 18-30 years old.

Traineeships in EURES

- New task assigned to EURES by the Commission.
- No specific resources in the EURES Portal (yet)
- Dissemination of vacancies: Deutsche Bahn, BASF, Kautex...
- EURES Portal search: “trainee”

Puestos vacantes libres desde: **Todos**
Término clave/Referencia nacional: **trainee**

Bélgica: 106 trabajo(s) encontrado(s) (117 empleo(s)) ?

Finlandia: 7 trabajo(s) encontrado(s) (9 empleo(s)) ?

Dinamarca: 1 trabajo(s) encontrado(s) (1 empleo(s)) ?

Austria: 39 trabajo(s) encontrado(s) (53 empleo(s)) ?

Noruega: 13 trabajo(s) encontrado(s) (13 empleo(s)) ?

Alemania: 104 trabajo(s) encontrado(s) (207 empleo(s)) ?

República Checa: 18 trabajo(s) encontrado(s) (24 empleo(s)) ?

Suecia: 39 trabajo(s) encontrado(s) (104 empleo(s)) ?

Reino Unido: 8311 trabajo(s) encontrado(s) (11595 empleo(s)) ?

Países Bajos: 21 trabajo(s) encontrado(s) (25 empleo(s)) ?

Irlanda: 34 trabajo(s) encontrado(s) (47 empleo(s)) ?

Searching internships in Eures

- Going to other specific European resources: Eurodysee, Eurograduate, students' associations...
- New Job Beta Searcher:



The screenshot shows the EURES Job Beta Searcher interface. The top navigation bar includes 'Jobseekers', 'Employers', 'Living & Working', 'Skills & Careers', and 'About us'. The 'Jobseekers' section is active, showing a 'Find a job' search bar and a list of user profile links: 'My CV', 'My skills passports', and 'My jobs'. The main content area displays 'Find a job' and a message: 'Today, 2 505 033 Job Vacancies are waiting for' followed by a link to 'Try our new Find a job BETA application!'. On the right, a 'Contract type' dropdown menu is open, showing options: 'Full-time (1,207,184)', 'Part-time (147,824)', 'Traineeship (40)', 'Apprenticeship (0)', and 'Not specified (58,902)'. The 'Traineeship (40)' option is selected.

Searching internships in Eures

■ Going back to the sources: the PES

Date	Job title	Company	Location
24/10/2014	Trainee Fabricator/Fitter	Hygrade Industrial Plastics Ltd	MID-Rugby
24/10/2014	Trainee Recruitment Consultant	Company Confidential	MID-Halesowen
24/10/2014	Trainee Metal Worker	Jacob Thomas Associates Ltd	MID-Leicester
24/10/2014	Graduate Trainee Sales and Marketing Administrator	SEaB Energy Ltd	Southern-Southampton



Searching internships in Eures

- Reference material

PRÁCTICAS EN ORGANISMOS



PÚBLICOS Y PRIVADOS

INTERNACIONALES

➔ **Graduates Programs:** Bosch, Decathlon, Doosan, Inditex, Nestle, BMW, HSBC, Thyssenkrupp, Auchan, Carlsberg, H&M, Adidas, etc, etc...

MOBI-PRO



- German Initiative “The Job of My Life”
www.thejobofmylife.de
- Young people between 18-35 years old.
- Compulsory Secondary Education Certificate (ESO)




- 818 euros/month for participants
- 2012-2013: 678-430-320
- 2013-2014: App. 1,500 youngsters in language courses



Erasmus+ added value



Based in our recruiting experience...

- ◆ Employers are looking for the right person for the job.
- ◆ They want someone working 100% since their first day.
- ◆ Even when there is great need of professionals (engineering), the diploma in itself is NEVER enough
- ◆ Purpose of the PCP's  breaking stereotypes!
- ◆ Cultural differences might be crucial for recruitment
- ◆ CV and cover letter are still big challenges.

What do employers look for?

- ◆ Standard process-> Two or more interviews.
- ◆ First interview -> Hard skills (CV)

Software tools
Diploma
Language skills
Masters
Training
Professional exp.
References...



What do employers look for?

Second interview. Ok. You've got the training and experience you need for the job, but...

- Will you get along with your colleagues?
- Can you adapt to our culture?
- And to our *business* culture?
- Will you feel homesick within a year and...?

Soft skills

What do employers look for?

SOFT SKILLS

Interpersonal Soft skills

Multicultural awareness
Respect
Empathy
Patience
Teamwork
Networking

Mental Soft skills

Creativity
Problem-solving
Performance under pressure
Performance out of the comfort zone
Multidisciplinary thought

Practical Soft skills

Self-management
Discipline
Expression:
Writing, talking...
Emotion regulation
Persuasion

Personal Soft skills

Self-confidence
Perseverance
Responsibility
Initiative
Integrity
Emotional balance
Flexibility
Maturity

NOTA BENE: All these soft skills can be acquired when you spend some time abroad!!



Added value for jobseekers

In the absence of professional experience, participating in Erasmus+ mobility projects can help you find your first job.

Things that go to show you *really* took advantage of a mobility project:

- You got to learn the language.
- You still keep a certain contact with the country.
- You still keep a support network...

YOUR FIRST EURES JOB





Your first EURES job

- Part of the Youth on the Move package and the Youth Opportunities Initiative.
- 2015 target -> to help some **5,000 people** find jobs in EU countries.
- **EU nationals 18-30** living in any EU country.
- All **employers** in EU countries offering contracts of at least 6 months' duration.

Support offered:

- Travel expenses for young people applying for jobs, enabling them to attend job interviews and settle in other EU countries to take up employment.
- For employers: Companies with up to 250 employees can apply for financial support to train newly-recruited workers and helping them settle in.

2012-2013 : jobs only

2014-2015 : covering jobs, traineeships & apprenticeships

YFEJ 2012-2013

YFEJ 2014-2015

EURES Spain is a partner in the following projects:

- “Your First EURES Job” EURES Italy (until 24th november 2014)
- “Your First EURES Job” EURES Sweden (until May 2015)





Thanks a lot for your attention!

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