



Preparatory study for a framework to facilitate transnational mobility for placements in enterprises

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Background



European Commission Green Paper



Green Paper

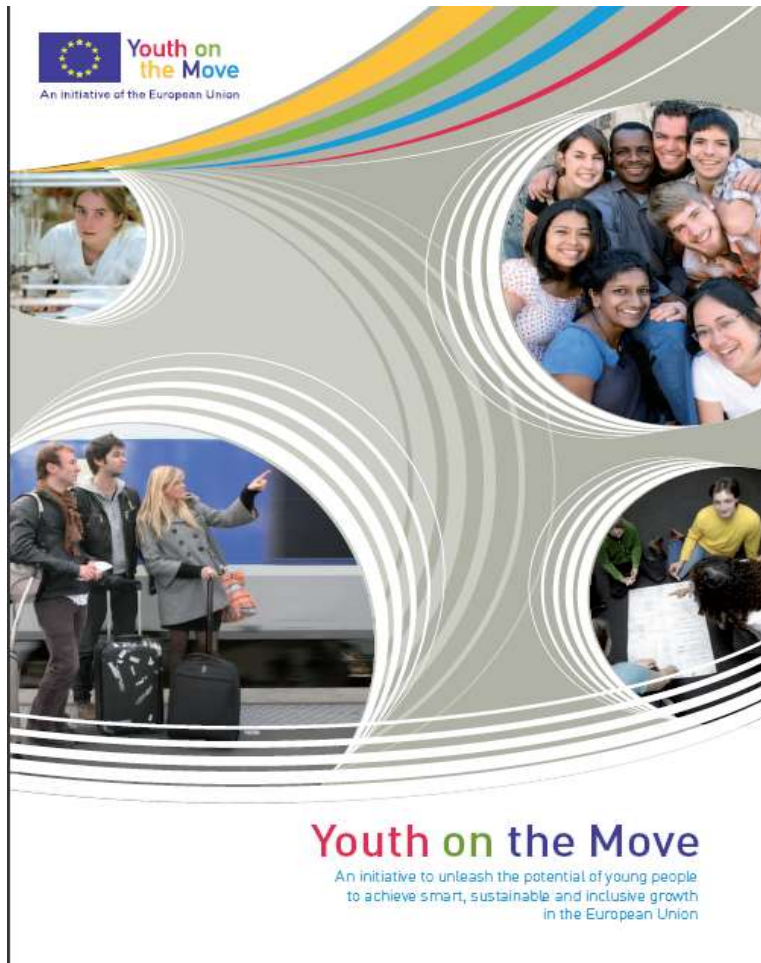


Education and Culture

- The question on how to overcome legal and administrative obstacles to mobility was raised in the Green Paper.
- Respondents noted that a kind of voluntary agreement could help to ensure the principle of equal treatment and provide clarity on legal matters (such as health insurance, insurance against accidents at the workplace, remuneration/compensation, tax laws and working conditions).



Background



Propose a quality framework for traineeships, including addressing the legal and administrative obstacles to transnational placements. Support better access to and participation in high quality traineeships, including by stimulating companies to offer traineeship places and be good host enterprises (e.g. through quality labels or awards), as well as through Social Partner arrangements and as part of a Corporate Social Responsibility policy.

The rationale behind the proposed YoM action

- Traineeships as one's first work experience has grown in importance in recent years mainly because employers are reluctant to recruit young workers who cannot demonstrate that they have any practical experience. To make traineeships an effective tool for young people, however, they need to be of high quality and have clear learning objectives. They should not replace normal jobs



The rationale behind the proposed YoM action

- Traineeships are opportunities for young people to experience living and working and also training as part of their studies, in another country. Such transnational traineeships are supported by EU through LLP and ESF and need to be of good quality and practice.



Study on a possible framework to facilitate transnational mobility at enterprises – some main findings

- The main challenges to implementing transnational mobility in enterprises for **sending organisations** include issues related to organisational aspects, such as limited funding for management for the programme, identifying suitable partners, and ensuring good quality placements.



Study on a possible framework to facilitate transnational mobility at enterprises – some main findings

- The main challenges for **host organisations** include problems with the status of the trainee and the related procedures for traineeships (including work permit, residence card and visa procedures, remuneration, taxation, the scope of the national legislation e.g. labour law).

Study on a possible framework to facilitate transnational mobility at enterprises – some main findings

- When the system in sending and host country do not marry up, this creates ambiguity, particularly as it is often the sending country that is in charge of looking after the student abroad but in practice has little influence over the conditions that the trainee has in the host country.



Study on a possible framework to facilitate transnational mobility at enterprises – some main findings

- Most stakeholders agreed that a common framework at EU level is a possible solution to better facilitate transnational mobility for placements at enterprises. A framework could increase information dissemination, facilitate exchange of good practises and increase standards for placements and approximate rules and procedures, which in turn would encourage both host and sending organisations to engage in transnational traineeship activities.



Study on a possible framework to facilitate transnational mobility at enterprises – some main findings

Some stakeholders were sceptical about creating a framework for reasons such as:

- It might introduce bureaucracy which would not be welcomed by businesses
- It might be impractical due to the diverse nature of traineeships
- EU guidance already exists which helps facilitate mobility
- It could mean working to the lowest common denominator
- Other challenges are more important for example finding relevant partners



Study on a possible framework to facilitate transnational mobility at enterprises

The study proposes three strands of follow-up:

- Recommendations on changes to be made at the level of current and/or post LLP for example mapping of MS relevant information, strengthening cooperation with intermediary organisations etc.
- Recommendation on key areas to be included in a framework for facilitating transnational mobility for placements at enterprises including guidance instruments
- Recommendation on topics to be addressed by the Commission in further policy documents



Next steps:

- The Commission foresees to organise an expert workshop to debate the proposed recommendations in the study
- The Commission (EMPL) is carrying out a study on traineeship arrangements in the MS
- The Commission intends to propose, probably in 2012, a **Quality Framework for Traineeships**

To find out more about:
the Lifelong Learning policy
the Lifelong Learning Programme
please visit:
http://ec.europa.eu/education/index_en.htm

