

MOBIDÉVELOPPEMENT

15 Mobility Experiences in Europe





There is a French, an English and an international version (neutral with tracksheets in French and English) of the DVD.

We would like to thank all those people who have given testimonies and who have helped us to organize interviews, all of who have enabled these reports to be compiled.

Less than 2% of EU citizens live and work in a Member State other than their state of origin. This figure has changed very little over the past 30 years.

It was to reverse this trend that the European Union declared 2006 the “European Year of Workers’ Mobility”. Within the framework of the Mobidéveloppement project financed by the European Commission, the Auvergne Regional Council and its partners have compiled a series of 15 reports to promote mobility among people in Europe. Students, professional trainees, workers and jobseekers will all be represented in these 15 accounts.

For further information

on the Mobidéveloppement project:

Conseil Régional d’Auvergne - France
Direction du Développement Extérieur
Sophie Boyer - s.boyer@cr-auvergne.fr
www.cr-auvergne.fr

on the mobility programmes presented:

www.mobiloutil.eu

1- Polish hotel and catering trainees

(Leonardo Programme)

SUBJECT:



Two young Poles from the Radom Hotel School (Poland), **Katarzyna Wydra** and **Michal Wojnarowski**, have come to Auvergne to undergo professional training in the hotel and catering sector. They were eligible for funding from Leonardo-Mobility, thanks to a project set up by Aformac, a training organization in Auvergne that has already set up several transnational partnerships and mobility projects.



LEONARDO DA VINCI - MOBILITY

Objectives:

- To improve knowledge, skills and qualifications to facilitate personal development, aptitude for employment and participation within Europe's employment market;
- To promote vocational education and training and facilitate people's mobility with regard to professional training.

Target public:

- Trainees in initial vocational training (higher education courses are covered by the Erasmus programme): from 2 to 39 weeks;
- People on the labour market: from 2 to 26 weeks;
- Professionals in vocational education and training (skills and methods transfer): from 1 to 6 weeks.

Applications:

The Leonardo Mobility projects are set up by public or private bodies and companies involved in training. They must respond to an annual call for proposals by applying to their national Agency for the Leonardo da Vinci programme. As the Agency does not process the individual allowance requests from individuals, applicants must apply to an intermediate body. Trainees may do their training alone or in a group.

Further information about the Leonardo programme:

- http://ec.europa.eu/education/programmes/leonardo/index_en.html: *European portal for the Leonardo programme and list of national Agencies.*

2- Spanish researcher in France

(ERA-MORE network and Marie Curie funding)

SUBJECT:



Encarnación Raymundo of the University of Alicante, Spain, was eligible to receive Marie Curie funding in 2003 as a postdoctorand, in order to work at the CNRS (France's national centre for scientific research) in Orléans. At the end of the funding period, she was able to remain at the Research Centre into Divided Matter and signed a contract with a manufacturer.

ERA-MORE (European Research Area-Mobility of Researchers)

Objectives:

This mobility centres network, jointly financed by the European Commission and the research ministries, is for countries participating in FP7 (7th Framework Programme for Research and Development). It assists researchers in Europe or those coming to Europe with all practical matters related to their mobility.

Further information:

- <http://ec.europa.eu/eracareers>: *European Researchers Mobility Portal.*
- <http://www.eracareers.fr>: *Researchers Mobility Portal for researchers going to France.*

MARIE CURIE FUNDING

Objectives:

To attract researchers in Europe, to facilitate their mobility in order to encourage research on a European scale and to gain as much knowledge as possible.

Target public:

Postdoctorands and teachers-cum researchers in areas contributing to the objectives of the FP7 (cf. website) who are either entering or leaving Europe.

Duration:

From 3 to 36 months, depending on years of experience.

Methods:

The applicant in conjunction with the host establishment applies to the European Commission in response to a call for proposals. The Commission will pay the establishment a sum that covers salary and employer's costs as well as laboratory costs. The recipient will also receive a mobility bonus and assistance for their return to their country.

Further information:

- <http://www.europa.eu>, "*Research and innovation*", then "*Research*", "*Areas of Research*", "*Marie Curie Actions*".

3- Portuguese builders in Auvergne

(The EURES network)

SUBJECT:



José Cerqueira de Sousa, who was unemployed in Portugal, decided to come to work in Auvergne (France). Following repeated requests by its members, who were struggling to find builders in France, the Fédération du Bâtiment et des Travaux Publics du Puy-de-Dôme (the federation for buildings and public works in Puy-de-

Dôme) launched a recruitment campaign in Portugal. It had refused to do so in the past, however, as priority was being given to training young French people. But as training centres were extremely busy and the workforce was not yet fully trained, it decided to do so periodically. This was also a way of avoiding sub-contracting (which sometimes employs an under-qualified workforce) and of adhering to the Code du Travail (work code). With the assistance of the EURES network, they implemented a recruitment drive.

The host company gives them a CDI (permanent work contract) and pays their travelling expenses and furnished accommodation for the first month. Builders then have to find their own apartment, for which the company stands as guarantor. The company will also finance French language courses.

THE EURES NETWORK

EURES is a cooperation network between the European Commission and the public employment services of the European Economic Area (EEA) Member States, with the unions and employers' organisations pooling their resources.

Objectives:

- To inform and advise potentially mobile workers about job offers and living and working conditions within the European Economic Area (EU countries, Norway, Iceland and Liechtenstein), in cooperation with Switzerland.
- To assist employers recruiting workers from other countries.
- To provide specific advice to workers and employers from cross-border regions.

Target public:

- Jobseekers, anyone wishing to work abroad, employers.

Further information:

- <http://ec.europa.eu/eures>: *European portal for the EURES network*.

In the "EURES advisors" section, a list of all regional contact details is given.

4- French seasonal worker in Denmark

(The EURES network)

SUBJECT:



Jean-Michel Turpin, aged 26 from Brittany, has come to pick strawberries for the fourth year running at the Alexandersen farm on the island of Samsø. Today, he manages four team members. He loves travelling to different countries and French regions to work. Since he wants to remain "outside the system", he earns his living from

occasional jobs and, although work is uncertain, he has made the choice not to register as a jobseeker.

For some years, Denmark, and in particular strawberry picking, has attracted many young European seasonal workers. Because farmers have difficulty finding Danish workers, EURES advisors came up with the idea of recruiting from other European countries. EURES set up a website advertising all job offers so that applicants and farmers could contact one another easily. Farms in Denmark need seasonal workers all year round for onions, apples, peas etc. Despite the fact that the work is hard and living conditions are basic, seasonal workers who come are often motivated by the wages as well as by the atmosphere, providing the opportunity for meeting others.

EURES NETWORK

EURES is a cooperation network between the European Commission and the public employment services of the European Economic Area (EEA) Member States, with the unions and employers' organisations pooling their resources.

Further information:

- <http://www.seasonalwork.dk>: *EURES website for seasonal work in Denmark*.
- <http://ec.europa.eu/eures>: *European portal for the EURES network*.

In the "EURES advisors" section, a list of all regional contact details is given.

5- Voluntary service by a French woman in England (European Voluntary Service)

SUBJECT:



Aliénor Vappereau, a young 22-year old French woman, left home to spend two months near Birmingham to work within the European Voluntary Service (EVS). She was hosted by the Look association, where it was her responsibility to organise a camp to help young, visually impaired Europeans to become more autonomous and mobile. Although Aliénor is blind, she was able to work in the EVS because she had her guide dog with her, and followed a computer training course for the non-sighted.

EUROPEAN VOLUNTARY SERVICE (EVS)

Objectives:

The EVS, which is a section of Europe's "Youth in Action" programme, gives young people the opportunity to carry out an activity of general interest in another country within non-profit-making organisations, in different sectors: social, cultural, environmental, heritage, etc. Activities must encourage those involved to acquire personal, social and technical skills.

Target public:

Young people aged between 18 and 30 (16 in some cases) who are legally resident in participating countries or partner countries. No training or specific experience is required.

Duration:

From 6 to 12 months, but some young people living in difficult circumstances may be entitled to short-term EVS.

Methods:

The volunteer should apply to a special organisation that will prepare him or her for departure and will take care of travelling costs. Hosted by an organisation abroad, he or she is housed, fed, insured, given monthly pocket money and enrolled in a language and culture programme.

Participating countries:

The 27 member states of the EU, the EEA and Turkey, as well as, in accordance with specific terms, Mediterranean countries, Balkan countries, Eastern European countries and Caucasian countries.

Further information:

• http://ec.europa.eu/youth/yia/index_en.html
"Contact list" section: List of national Agencies.

6- Belgian trainee at a "chocolaterie" in Limousin (Eurodyssée Programme)

SUBJECT:



Vanessa Carpentier, a young Belgian woman, is undergoing a 7-month training period with Mr. Besse, a chocolate maker and confectioner in Treignac, in Limousin (France). Vanessa studied art but her aim is to take over her parents' chocolate-making business. After finishing her studies, she registered at the employment office, and she decided to join the Eurodyssée programme. This experience will give her the opportunity to improve her skills in French-style confectionery, ice cream and chocolate. In Limousin, Eurodyssée obtains financial support from the Limousin Regional Council.

EURODYSSÉE PROGRAMME

Objectives:

Programme for exchanges between European regions, giving young job seekers the opportunity to take part in training abroad. The objective is to give them professional experience and the opportunity to learn a foreign language.

Target public:

Young jobseekers aged between 18 and 30 living in a region that is a member of the AER (Assembly of European Regions) and part of the programme. No qualifications are required, the aim being to adapt the services of applicants to the companies' requirements.

Duration:

From 3 to 7 months, language training may be included.

Methods:

The applicant undergoes training within a company, association or public administration, where he or she takes up a position specified before arrival. Most regions have also set up language courses.

Financing:

The host region has overall responsibility for seeing to the needs of the trainee: intensive language courses, housing, funding or payment, social security cover and insurance.

Further information about Eurodyssée:

• <http://www.eurodyssée.net>:
Presentation of programme and list of participating regions.

7- Student nurse in Belgium

(French Individual Training Leave)

SUBJECT:



Myriam Favalessa, a young French woman from Normandy, is training to be a nurse at the ITEHO-Jeanne d'Arc in Tournai, Belgium. She always dreamt of becoming a nurse, but started her career in accounting. When her last temporary contract expired, she decided to train to become a nurse.

Myriam applied to the Fongecif Basse Normandie (Management funds for individual training leave) to finance her studies as part of the French Individual Training Leave scheme. As the ITEHO-Jeanne d'Arc had a good reputation, she asked to train in Belgium, and had no problems obtaining finance for her first year.

FRENCH INDIVIDUAL TRAINING LEAVE

Objectives:

In France, employees with a permanent contract can take individual training leave to undergo training of their personal choice, depending on certain conditions. The individual training leave is also open to employees on a fixed term contract and to jobseekers who have had a fixed term contract in the past. Some Fongecifs (Management Funds for individual training leave) offer the possibility of undergoing training abroad, mainly in Europe.

Methods and financing:

If the application is successful, the Fongecif provides payment and social security cover (social security, unemployment insurance and complementary pension).

For employees on permanent contracts, this payment is at least 80% of the gross salary, if the duration of the cover does not exceed one year.

For employees on a fixed term contract and jobseekers who have worked on fixed term contracts in the past, the basis for payment corresponds to the average of the last 4 months' salary.

Duration:

The duration of leave is determined by the duration of the training period and may not, without special dispensation, exceed one year, for one continuous, full-time training course, or 1,200 hours for an intermittent or part-time training course (unless there are industry-wide agreements or agreements with the state or regions).

Further information about individual training leave:

- <http://www.c-i-f.com> (in French)

8- French trainee in a Slovenian company

(FACE programme)

SUBJECT:



Florian Prevel is a student at the IFMA (French institute for advanced mechanics) in Clermont-Ferrand. As a specialist in marine engineering, he travelled to Slovenia to carry out a 6-month training programme with Sea Way. He is trained as a technician and would like to gain experience in commerce to help at a later stage sales professionals and technicians work together. He was accepted on the FACE programme

FACE PROGRAMME (TRAINING IN FOREIGN TRADE)

The FACE programme was launched in France in 1987 by the ministry of foreign trade. Coordinated by the FNEGE (national foundation for the teaching of company management), it was financed by the Ministry of Economy, Finance and industry and by twelve regional councils. More than 8,000 students have taken part in this programme.

The programme has not been continued in 2007.

Objectives:

- To enable several hundred students to further their training each year by doing work experience in companies abroad and to acquire experience in international trade, to improve their language skills and learn about foreign cultures.
- To learn about host companies and write work experience reports on international trade and management.

INTERNATIONAL VOLUNTARY WORK WITHIN A COMPANY

The French programme for international voluntary work within a company is a *similar* programme, which gives young people aged between 18 and 28 the opportunity to work abroad for periods of between 6 and 24 months, but *in any sector*.

Cf. Subjectn°11.

9- French family expatriated to Ireland

SUBJECT:



Céline et Ludovic Féurier, a French couple, came with their two daughters to live in Drumshanbo, Ireland, in 2005. They lived in Normandy but, because they wanted to enjoy a new experience and discover a new way of life, they left everything behind: their jobs (he was a builder and she worked in a supermarket), their family and their house, which they sold. It didn't take them long to find new jobs. While they were looking for work in Ireland, they were able to transfer their unemployment benefit from France to Ireland. Now, Céline is a housekeeper in a hotel and Ludovic works in a quarry. The small family has settled down very well.



EXPATRIATION

It takes time to make plans for living and working abroad, whether at the request of an employer or on one's own initiative. Leaving one country and setting up successfully in another requires meticulous preparation, and those involved must learn as much as possible about the destination country. The return to one's own country must also be carefully planned.

Further information:

- <http://ec.europa.eu/eures>: *European portal for the EURES network.*

10- English and Spanish teachers with posts in France

SUBJECT:



Simone Chabas, who comes from England, has been teaching English in France for around ten years. She teaches an international class at Dunois comprehensive school in Orléans.

Kevin Perromat-Augustin, a young Spaniard, arrived from Seville 3 years ago. Since he was unable to find work in Spain, he came to France specifically to gain his CAPES (secondary-school teaching certificate). He is now a trainee teacher at the IUFM (university teacher training institute).



MOBILITY IN THE PUBLIC SECTOR

Recruitment:

- All European citizens are able to work within the public sector of another Member State of the European Economic Area. Conditions for recruitment, registration and exam taking are the same for all applicants.
- Only those jobs involving the exercise of public authority and the responsibility for safeguarding the general interest of the State and local authorities are reserved for nationals (jobs in the armed forces, the police force, other law enforcement representatives, the magistracy, tax administration and the diplomatic corps). These criteria must, however, be evaluated on a case-by-case basis according to the nature of the tasks and responsibilities involved in the post concerned.

- The general principle of mutual recognition of qualifications and degrees applies as it does in the private sector.

Secondment:

- Any person who is a civil servant in an EEA Member State may request secondment to a section of the public sector of another Member State to take up a position that is accessible to EEA citizens.

Further information:

- <http://www.cse-d.eu>: *Studies and databases on mobility, social welfare and the status of civil servants in Europe.*
- <http://www.eurydice.org>: *The information network on education in Europe.*

11- Young Frenchman in an Italian company

(International voluntary work within a company)

SUBJECT:



Emmanuel Fauvel went to work at the age of 25 for a 20-month period of international voluntary work within a company in Lombardy at Bticino, a subsidiary of Legrand, whose parent company is in Limoges (France). After studying at an engineering school, he registered at the information centre site of the international voluntary work (CIVI) and waited a year before finding an offer that suited him. Before leaving, he completed a 4-month training programme at the head office of Legrand in Limoges to first learn about the company culture and to take some Italian lessons.

VIE (INTERNATIONAL VOLUNTARY WORK WITHIN A COMPANY)/

VIA (INTERNATIONAL VOLUNTARY WORK IN ADMINISTRATION)

Objectives:

The VIE/VIA helps French companies established abroad employ a young person to carry out a professional mission. It covers a wide range of sectors of activity (marketing, industry, the craft industry, culture, administration etc.).

Duration:

The contract can be from 6 to 24 months.

Target public:

People aged between 18 and 28 when the application is made, of French nationality or citizens of the European Economic Area. They do not have to be resident in France, but must be able to come to Paris for a preparatory day. The International Voluntary Work covers all levels of qualification.

Financing:

Payment comprises a fixed part and a variable part, intended to make up for disparities in living costs depending on destination. The employer is also responsible for travel and transport costs, as well as for social welfare. The voluntary period is counted for pension purposes. This payment is exempt from social security contributions and income tax.

Methods:

Applicants can register directly on the CIVI website, where they can find the work proposed by subsidiaries of French companies, the Ministry of Foreign Affairs and the Department for Foreign Economic Relations.

Further information:

- <http://www.civiweb.com> (in French): CIVI (advisory and guidance body for promoting international voluntary work and linking supply with demand).

12- A German woman on a work placement in France (Franco-German Youth Office)

SUBJECT:



Anna-Jenny Pfau, a young German woman aged 27, is spending one year working in Quimper for the Gwennili association, which organises international exchanges for young people. Anna-Jenny wanted to work in socio-cultural community development. Since funding from the OFAJ (Franco-German Youth office) covered 80% of her salary, Gwennili hired her. This gave her the opportunity to find her first job in her field.

OF AJ PROGRAMMES

The OFAJ is a Franco-German institution promoting different forms of exchange between young people living in France and Germany. Among other things, it finances work placements in youth associations in both countries.

Objectives of the "Working in your partner country" programme

- To enable the recipient to improve his or her German or French and to acquire experience in the field of exchanges among young people.
- To provide support to OFAJ partners that carry out exchanges with a partner organisation from the other country.

Target public:

Young people under the age of 30 who are resident in France for a placement in Germany and those resident in Germany for a placement in France, with experience in the associative environment and/or commitment to Franco-German exchanges and who have a sufficient knowledge of the language (the OFAJ may, however, provide funding for an intensive language course).

Methods and financing:

Applicants must apply to the organisation of their own country, which will then contact its partner in the other country. The latter then makes a request for funding to the OFAJ. An employment contract is then drawn up between the host organisation and the applicant. The OFAJ grants host organisations a maximum sum of 700 € per month, the minimum net wage of the employee, the host association being responsible for supplementing this total. A fixed payment for travel costs is also awarded.

Further information:

- <http://www.ofaj.org> or <http://www.dfwj.org>: All OFAJ programmes in French or German. For the "working in your partner country" programme, click on "Espace Jeunes"/"Twens"; then "Travailler en Allemagne"/"In Frankreich arbeiten"; then "Travailler chez le partenaire"/"Arbeit beim Partner".

13- French trainee in Barcelona

SUBJECT:



Emilien Pereira, a young French trainee at the Industrial Training Centre (Centre des Formations Industrielles) in Orly, near Paris, is currently doing a placement in an engineering firm in Barcelona (Spain) as part of his training. He is studying with a Swedish and a Spanish student in a European class: The Swedish, Spanish and French

students have common core educational syllabuses and they meet up three times a year for training together in each country.

Travel for these Europeans in each country is financed by the Leonardo da Vinci European programme and by funds from partners, industries, or other institutions supporting the project.

This exchange is part of the ECVET system, which, at the time of writing, was still at an experimental stage.

LEONARDO DA VINCI MOBILITY

Cf. Subject n°1 (*Polish hotel and catering trainees*)

Further information on the Leonardo programme:

- http://ec.europa.eu/education/programmes/leonardo/index_en.html: European portal for the Leonardo programme and list of national agencies.

ECVET SYSTEM

Objectives:

ECVET is a European system for accumulating and transferring capitalisable units that has been designed to provide an interface between the different educational and vocational training systems in Europe.

It involves attesting to and recording the experiences of people undergoing a training process, either within the formal education and vocational

training system or within non-formal contexts. The knowledge, know-how and skills can be acquired in their own countries or in another State within the European Economic Area. This system is at an experimental stage.

Target public:

Apprentices and students undergoing initial professional training.

Further information:

- <http://www.ecvet.net>, "Short description" section: "ECVET reflector" project, which analyses the relationship between the European system and national systems of professional training.

14- German apprentices in the Haute-Loire

SUBJECT:



The Chamber of Trade of Haute-Loire (Auvergne, France) organises regular know-how exchanges with the Leipzig Chamber of Trade concerning the restoration of historical buildings, building and wood-working techniques for craftsmen and apprentices.

It is within this context that German apprentices come to the CFTB (training centre for building techniques) in Bains for a few weeks, to learn new techniques alongside CFTB apprentices.

When they return home, the experience they have acquired will be recognised thanks to the Europass system.

EUROPASS

Objectives:

Europass helps people explain their qualifications and skills clearly and easily in the Member States of the EU, EEA countries and EU applicant countries. Five documents have been drawn up on a European level to facilitate the mobility of all those who wish to study, train or work in Europe.

Contents of Europass:

- **The Europass CV:** Anyone wishing to use it can access the Europass portal and fill in the CV online using the educational software programme and examples provided.
- **The Europass Language Passport:** This allows you to describe your language skills and can be filled in online via the Europass portal.
- **Europass "Mobility":** This shows a list of all organised periods of time spent in another country for the purposes of learning: training within a company, a study semester at university or any other training experience.

• Europass Diploma Supplement:

Issued to graduates of higher education institutions along with their degree or diploma, this helps to ensure that qualifications are more easily understood.

• Europass Certificate Supplement:

This is issued to people who hold a professional certificate so that it is more easily understood.

Further information:

- <http://europass.cedefop.europa.eu>: Europe's Europass portal, with links to national centres.

15- French confectioners and bakers in Norway

SUBJECT:



Pascal Dupuy, a French baker, has been living in Norway for 20 years. He regularly invites French people to come to work for him because they have know-how that is not available to him in Norway. He works with the EURES network and often places advertisements in the specialist French press. Pascal arrived here at the age of 20 with only his diploma under his belt. He worked as an employee, then decided to set up his own company, which now employs 70 people.

Mickael, Nicolas and Grégory came to his company via a professional publication, the Chamber of Trade and the ANPE International (French employment agency, international section). The aspects that appeal to Mickael there are the wages and the living conditions. His work is given more recognition and the working hours are easier than those in France.

EURES NETWORK

EURES is a cooperation network between the European Commission and the public employment services of the European Economic Area (EEA) Member States, with the unions and employers' organisations pooling their resources.

Further information on working abroad:

- <http://ec.europa.eu/eures>: *European portal for the EURES network.*

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This project is being carried out by:

Conseil régional d'Auvergne
www.cr-auvergne.fr

in partnership with:

AGEFOS-PME - www.agefos-pme.com

CARIF Gentiane - www.carif-gentiane.org

Chambre Régionale de Commerce et d'Industrie d'Auvergne
www.auvergne.cci.fr

Chambre Régionale des Métiers et de l'Artisanat d'Auvergne
www.crm-auvergne.fr

Conform-Consorzio Formazione Manageriale - www.conform.it

Conseil régional du Centre - www.regioncentre.fr

Conseil régional du Limousin - www.cr-limousin.fr

Délégation régionale d'Auvergne aux Droits des Femmes et à l'Egalité
www.puy-de-dome.pref.gouv.fr

Demain (television channel) - www.demain.fr

EURES-ANPE Auvergne - <http://ec.europa.eu/eures/>

Euro-Info Centre Auvergne - www.clermont-fd.cci.fr

Europe-Direct Haute-Loire - www.cg43.fr

FONGECIF Auvergne - www.fongecif-auvergne.org

GIP Auvergne - www.gip-auvergne.fr