Call for Proposals VP/2011/006

« Your first EURES job»

Part I – *What is to be achieved by the selected projects?*

Social Europe

Information session

Brussels – 14 September 2011

EUROPEAN COMMISSION
DG Employment, Social Affairs and Inclusion
Unit C4 "Employment Services, EURES"

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YOUR FIRST EURES JOB

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Overview of the Implementing Guide

(Annex to the call for proposals VP/2011/006)

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1. Meaning of « Your first EURES Job » ?

- „First“ = Very first job opportunity in another EU Member State with support of this preparatory action.

  → So, if the jobseeker has already studied, worked or participated in a traineeship abroad, s/he remains eligible.

  → The job has to be in **place other than the country of residence** of the jobseeker

  → After first participation (e.g. contract of 8 months which has not been prolonged by the employer), no further participation in YfEJ possible?

  No restrictive approach although priority given to first time applicants for a job abroad

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2. Target Groups
Young jobseekers / job changers

Aged 18-30:

→ Defined at the moment the application is submitted.

→ Jobs can be taken up above the age of 30, if application submitted before reaching 31.

No specific qualification is required – depends on labour market needs

National of and resident in any of the EU 27 Member States

→ *French applicant resident in Oslo willing to take up a job in Lisbon is not eligible.*

→ *French applicant resident in Lisbon willing to take up a job in Paris is eligible.*

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2. Target Groups
Employers

- All companies (also those from EEA and third countries) legally established in the EU 27

- BUT: only SMEs (= up to 250 workers) can get financial support for the implementation of a workers´ integration programme

- YfEj employment services (= selected applicant organisations) cannot participate as employers under this preparatory action (conflict of interest)

- Conditions: employers must comply with labour and fiscal laws in the countries where they are established

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3. Eligible jobs

- Located in an EU Member State other than the country of **residence** of the job seeker / job changer.
  E.g. a Belgian jobseeker having residence in the Netherlands cannot apply for a job in the Netherlands.

- Must ensure pay.

- Minimum contract of 6 months: should be sustainable jobs with the perspective or a chance of evolving into a longer fixed-term or open-ended contract - no summer jobs, no traineeships, no apprenticeships !

- Contractual relationship governed by the labour law applicable in each Member State

- YfEj employment services to: 1) ensure the quality and legal standards of the vacancies; 2) check the fairness of the labour contract and wage before signature.

4. Funding conditions

- To contribute to the costs borne by the target groups
- Financial mechanism = flat-rate funding
- No profit – no double financing

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4.1 Funding Conditions – interview (1)

Young people

Financial support for one interview trip to another EU Member State

- **Interview** = one-to-one dialogue with one or more potential employers. It can also include selection competitions

- **Funding rates**: 200 EUR if distance ≤ 500 Km
  300 EUR if distance > 500 Km
  Distance between place of residence and place of the interview (*)

- Only **one** interview trip authorised per job applicant

(*) If interviews in different locations in a EU country (or in several EU countries) during the same trip, funding rate always calculated on the basis of furthest place of the interview

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4.1 Funding Conditions – interview (2)

- **The decision to provide financial support for an interview trip abroad <u>should take into account</u> the likelihood of successful job matching, the duration of the trip <u>and</u> the costs to be borne by the job applicant**

  (principle of proportionality and value for money)

  E.g. *Cross-border place of employer no further than 30 km from applicant's place of residence:*

  → Only ½ day interview: *allowance out of proportion; another interview option should apply*

  → 2 ½ days selection competitions + interviews: *allowance could be justified*

  → 1 ½ day selection competition + interview but costs covered by recruiter: *no allowance (no double funding)*

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4.1 Funding conditions – interview (3)

- **The interview trip abroad is <u>not mandatory</u>**. It is just <u>one</u> among other suitable selection procedures (e.g. video conference)

  Video conference costs eligible: hiring or depreciation costs under the budget heading "*Administrative costs*"; communication costs are part of the "*Overheads*").

- Interview trip to be agreed between registered employer and YfEj employment service. Confirmation in writing by employer with all necessary interview info. Jobseeker may accept or refuse.

- Average duration of the interview trip: 2 days (but can be less or more)

- <u>Payment</u>: *automatic* = prior to the interview and need to sign a payment receipt only

- <u>Forms</u>:
  - Signature of payment receipt by jobseeker (Appendix II)

- YfEj employment services to get information on the outcome of the interview(s)

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4.2 Funding conditions – installation (1)

Young people

Financial support for the installation in the country of destination

- Objective: contribution to cover the young worker's travel, subsistence and accommodation costs incurred in connection with job placement and installation in the country of destination

- Funding rates: fixed rate, variable per country of destination
  Amounts varying from 600 to 1200 EUR
  (see page 23 of the IG)
- Not applicable to daily cross-border commuters

- Not applicable if employer pays allowance (no double funding)

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4.2 Funding conditions – installation (2)

- Payment = “automatic”, prior to leaving to the new country of residence and need to sign a payment receipt only

- Required documents:
  - Signed labour contract or letter of commitment new employer (to be checked by YfEj employment services)
  - Signature of payment receipt by recruited jobseeker (Appendix II)

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4.3 Funding conditions - SMEs (1)

- Flat-rate to contribute to the costs of an integration programme for the new young mobile worker. See table III, page 24
- **Integration programme** *(optional)* = training (external, internal, on-the-job, to gain specific skills/competences, but also language course to improve country/working language) + other support activities (e.g. assistance to find suitable housing, work permit, recognition of qualifications, residence registration,…)
- State aid regulation: threshold of 20.000 € / year
- Two types with different flat-rates – see table III, page 24
  - *Basic induction training*: 1 training module (job related or language) + administrative support and settlement facilitation
  - *Comprehensive induction training*: 2 or more training modules + administrative support and settlement facilitation
- *No specific duration requirements*, but should start during the first 3 weeks of work

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4.3 Funding conditions - SMEs (2)

- If no integration programme by the SME, possibility of pre-departure training by YfEj employment service (equivalent to basic induction training).

  Pre-departure training costs to be budgeted under either the budget heading “Staff costs” (if internal trainers) or “Services” (if external trainers)

- Payment

  - Conditional

  - Submission of application (Appendix I) – based on training needs identified at the latest during the interview phase

  - Only after the young worker has started working and the integration programme has started being implemented

- Forms

  - Supporting documents

  - Payment request (Appendix III)

Monitoring of outcomes of the SME integration programme

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5. Monitoring & evaluation

- Quarterly monitoring fact sheet (Appendix IV): qualitative and quantitative data
- YfEj Steering Group (page 11, max. 4 meetings in Brussels)

- At the end of the agreement:
  1. Small-scale survey to participating young mobile workers and employers. A questionnaire will be drafted by the YfEj Steering Group (see page 11, max. 4 meetings in Brussels)
  2. Final narrative report and financial statement (as specified in the grant agreement – Annex III)
  3. Three statistical forms (Excel format) “Young people”, “SME”, “Training by YfEj beneficiaries” – see Web page call (Reference documents)

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6. Information & Communication activities

Applicant organisations

- Elaborate a communication plan proportional to the size and duration of the applicant organisation's project
- Make use of existing communication channels
- Make a provision for YFEJ publications (notably printing and translation costs)
- Interaction with Commission platforms

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7. Conclusion

What is to be achieved by the selected projects?

- Implementation of YfEj activities in compliance with present YfEj guidelines
- Provision of comprehensive and quality employment services to target groups
- *(All selected projects)* The job placement of at least 2200 young people in EU countries (2012-2013)

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Thank you for your attention!

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http://ec.europa.eu/social/main.jsp?catId=630&langId=en

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