



European
Commission



Reactivate

A guide for jobseekers and employers

The European Union (EU) job mobility
scheme for jobseekers aged 35+

eures.europa.eu



Social Europe

EURES is a cooperation network between the European Commission and the Public Employment Services of the EEA Member States (the EU countries plus Norway, Iceland and Liechtenstein and other partner organisations). Switzerland also takes part in EURES co-operation. The network supports workers' mobility and offers high quality services for both workers and employers. EURES is one of the three axes of EaSI, the 2014-2020 EU Programme for Employment and Social Innovation.

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For further information please consult: <http://ec.europa.eu/social/easi>

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What is *Reactivate*?

Reactivate is an intra-EU job mobility scheme for jobseekers over 35 years of age. It helps EU citizens find work, apprenticeships or traineeships in another EU Member State.

The scheme also assists employers, especially small to medium sized enterprises (SMEs), to recruit people throughout the EU.



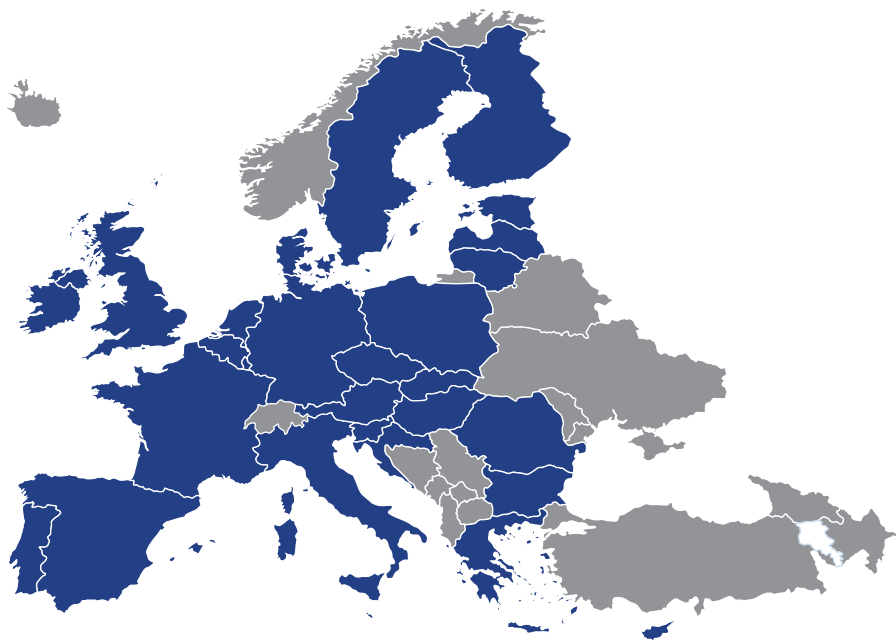
What are the benefits?

Reactivate is implemented by consortia led by EU employment services. Information, matching, placement and financial support are available for both jobseekers and employers. All services are free of charge and tailor-made to your needs.

What's more, by connecting jobseekers with employers (and employers with jobseekers) across the EU, *Reactivate* may help you find the work opportunity you have been looking for, as well as strengthening the competitiveness of EU businesses.

Which countries participate?

Reactivate is open to all EU Member States, although on-site services may only be available in the consortia countries. Any EU citizen and employer may nevertheless access the scheme to find employment or employees in another participating country.



Reactivate's geographical coverage:

EU Member States

Belgium, Bulgaria, Czech Republic, Denmark, Germany, Estonia, Ireland, Greece, Spain, France, Croatia, Italy, Cyprus, Latvia, Lithuania, Luxembourg, Hungary, Malta, Netherlands, Austria, Poland, Portugal, Romania, Slovenia, Slovakia, Finland, Sweden, United Kingdom.

Reactivate for **jobseekers**

Find a job or access training opportunities

How can *Reactivate* help me?

Reactivate employment services can offer free support, information and assistance to help you find and apply for a job, apprenticeship or traineeship in another participating EU Member State. They also provide advice and guidance to help you prepare for your new position.

Other services can vary from country to country and may include, for example, language training assistance to help you get settled in your destination country, or other relevant preparation.

What about financial support?

Reactivate financial assistance is available to help you cover costs, such as:

- trips to attend job interviews,
- relocating you and your family members (spouse and children) abroad,
- language training,
- recognition of qualifications.

Other financial support measures may be available (see page 11).

Tip!

If you're staying abroad temporarily and eligible for the **European Health Insurance Card (EHIC)** you can use it to access free or reduced cost medical care, should you fall ill. You will also need to arrange your own travel insurance.

Important:

*Jobseekers must register with a *Reactivate* employment service. Your recruitment, matching and placement services must be provided by *Reactivate* in order to be eligible for financial support. Registration is no guarantee of a job offer or financial support.*

Can I *Reactivate*?

Yes you can, so long as you are:

- ▶ at least 35 years of age ✓
- ▶ a national of any of the EU Member States ✓
- ▶ legally resident in an EU Member State ✓
- ▶ willing to relocate to another EU Member State, for a job, traineeship or apprenticeship ✓

Reactivate targets jobseekers who are unemployed, including the long-term unemployed, but you can also use the service if you are seeking a career change. The scheme is open to candidates with different levels of education and/or work experience.

The range of traineeship and apprenticeship opportunities can vary and may be limited in comparison to the number of job vacancies.

Interested?

For further information, please consult a *Reactivate* employment service.

See page 14 to find out how to register and benefit from the scheme.



Reactivate for **employers**

Find employees

How can *Reactivate* help me?

Reactivate provides free services to employers to help you recruit for job vacancies which may be difficult to fill.

If you are an employer, *Reactivate* can help you find new candidates by matching you up with jobseekers who are over the age of 35 and residents of other EU Member States.

This support may involve assistance in:

- managing offers and vacancies,
- matching vacancies to available candidates abroad,
- preparing ahead of the new employee's arrival.

What about financial support?

Reactivate can also provide financial support to small and medium-sized enterprises (SMEs) to help them integrate new employees.

The support can help you pay for specific aspects of an integration programme, such as:

- induction training and welcome sessions,
- language training,
- mentoring.

These activities can also include support to help the worker settle in a new country.

Other service-based support may be available. Please check with your *Reactivate* employment service for more information.

Can I *Reactivate*?

Yes, provided you are:

- ▶ a business or other organisation legally registered in an EU Member State, in any economic sector ✓
- ▶ able to provide on-the-job training and other support for the recruited candidates ✓

Any vacancy that you wish to advertise must also be:

- ▶ paid, in contract form, and at least six months in duration (a shorter period may apply for traineeships) ✓
- ▶ in an EU Member State (not the candidate's country of residence) ✓
- ▶ compliant with national labour/social protection laws ✓
- ▶ compliant with specific conditions for traineeships or apprenticeships (if applicable) ✓

Interested?

If you are interested in recruiting from another Member State and registering your vacancy(ies), please contact a *Reactivate* employment service. More information on the scheme and the conditions for participation can be found online (see page 14).



Reactivate at a glance

Conditions for participation

This table outlines who can participate in *Reactivate* and the kinds of activities supported.

<p>What is <i>Reactivate</i>?</p>	<p><i>Reactivate</i> is an intra-EU job mobility scheme to help EU citizens aged 35+ to find a job, traineeship or apprenticeship in another EU Member State.</p>	
<p>Who can take part?</p>	<p>Jobseekers must be:</p> <ul style="list-style-type: none"> ▪ aged at least 35 when submitting an application, ▪ EU nationals, legally resident in an EU Member State, ▪ seeking a work placement in another Member State. <p>You may participate even if you have undertaken EU mobility activities before. You do not need to have specific qualifications or work experience to access <i>Reactivate</i>.</p>	<p>Employers must be:</p> <ul style="list-style-type: none"> ▪ organisations or businesses legally established in an EU Member State, irrespective of corporate size or economic sector, ▪ fully compliant with labour and fiscal laws of the countries where they are established. <p>SMEs (i.e. businesses with up to 250 employees) may benefit from financial support.</p>
<p>What kind of work placements are supported?</p>	<p><i>Reactivate</i> services cover jobs, traineeships and apprenticeships that are:</p> <ul style="list-style-type: none"> ▪ located in any EU Member State except the candidate's country of residence, ▪ compliant with national labour and social protection laws and subject to open and transparent information on the rights and obligations of workers and employers, ▪ paid (i.e. with a salary) and involve a written contractual relationship, ▪ of at least six months in duration (a shorter period may apply for traineeships). 	
<p>What is excluded?</p>	<ul style="list-style-type: none"> ▪ Work placements taking place outside of the EU and participation by workers and employers from countries outside the EU, ▪ Work placements in EU institutions/bodies, other similar international organisations or agencies or EU-funded organisations, ▪ Seasonal or other temporary work placements that are shorter than the minimum contractual duration applicable under <i>Reactivate</i>, ▪ Vocational traineeships or any other form of training support forming part of mandatory professional certification requirements e.g. healthcare or legal professions. 	

Funding and support

This table summarises the most common measures and funding support provided by *Reactivate*. Other financial or service-based support may be available. Please check with your *Reactivate* employment service for more information.

Direct financial support (Standard Support Measures)	Flat-rate support As a general rule all allowances are variable according to the destination country or other criteria.	
	Measures for jobseekers include: <ul style="list-style-type: none"> ▪ interview(s) with an employer, ▪ country relocation, ▪ family relocation, ▪ language training, ▪ recognition of qualifications. 	Measures for employers include: <ul style="list-style-type: none"> ▪ integration programme provided by the employer to the newly recruited mobile worker(s), trainee(s) or apprentice(s).
	Reimbursement of costs Measures for jobseekers If not provided as a flat rate, you may be able to claim reimbursement for language courses up to a maximum amount.	
Service provision (Additional Support Measures)	The <i>Reactivate</i> employment services may also provide free-of-charge support services to candidates, from pre- to post-placement. Examples include: <ul style="list-style-type: none"> ▪ information and guidance, ▪ preparatory training (e.g. assessment or certification of competences, soft skills training), ▪ language training. 	

More about *Reactivate*?

Reactivate is an extension of Your First EURES Job (YFEJ), a similar intra-EU job mobility scheme for young people (aged 18-35) and employers.

More information on YFEJ is available at:

ec.europa.eu/social/yourfirsteuresjob

eures.europa.eu

Reactivate supports intra-EU labour mobility, building on the features of the YFEJ scheme. It aims to:

- Exercise workers' freedom of movement, as set out in the Treaty on the Functioning of the European Union,
- Support jobseekers willing to move to another EU Member State,
- Support employers willing to recruit from another EU Member State,
- Place EU citizens over the age of 35 in jobs, traineeships or apprenticeships in an EU Member State other than their place of residence (particularly unemployed people),
- Help employers to find candidates in other EU Member States who may fit vacancies which are difficult to fill.

Reactivate activities were initiated in 2017 with three consortia projects led by the public employment services of France, Italy and Sweden. Other projects may follow and participate in the action. The lead employment services and other members of the consortia will be the main contact points for those wishing to participate.



Glossary

- Apprenticeship** A placement combining work-based training with school-based education whose objective is the acquisition of the set of knowledge, skills and competences needed to pursue an occupation (see also: Traineeship).
- Candidate** A jobseeker or job-changer applying for a job, traineeship or apprenticeship in another EU Member State.
- Consortia** Partnerships involving several organisations.
- EURES** EURES is a cooperation network between the European Commission and the Public Employment Services of the European Economic Area (EEA, i.e. the EU 28 Member States, Iceland, Norway and Liechtenstein). Switzerland also takes part in EURES cooperation. EURES helps workers and employers wishing to benefit from the free movement of workers in the EEA.
- Flat-rate support** A form of funding based on standard amounts to cover specific categories of expenditure.
- Integration programme** A package consisting of at least basic induction training provided by the employer to the new mobile worker, to help him/her settle into the enterprise or organisation. The package must include training and/or other support services.
- Mobility** A process by which workers are able to move between different jobs, occupations, and, in particular, geographical areas (in this case between EU Member States).
- Reactivate employment services** The employment services providing *Reactivate* services in the participating EU Member States.
- SMEs** Small and medium-sized enterprises (SMEs) are companies or other employer organisations with a staff of up to 250 people.
- Traineeship** A placement that complements an educational programme or individual CV. It aims mainly to improve employability and facilitate transition to regular employment (see also: Apprenticeship).



Get advice and information

Find out more about the *Reactivate* employment services, their support activities, the conditions for participation and contact details at:

eures.europa.eu

Please follow the '*Reactivate* link' on the homepage or search within the sections 'Jobseekers' or 'Employers'.

Direct services may not be available in all participating countries but the *Reactivate* employment services can help jobseekers and employers from any EU Member State.

Useful references

EaSI, 2014–2020 EU Programme for Employment and Social Innovation.

Enterprise Europe Network, a network to help SMEs make the most of business opportunities in the EU and beyond.

EURES, the network of European Employment Services and the European Job Mobility portal.

EUROGUIDANCE, the network of career guidance systems throughout Europe.

Europass, the tool to create a CV to make your skills and qualifications clear and easy to understand in Europe.

Europe Direct, a service to help find answers to citizens' questions about the EU.

European Health Insurance Card, the EU healthcare card for a temporary stay in another EU EFTA/EEA country.

NARIC, the network of National Academic Recognition Information Centres.

Recognition of professional qualifications, information on free movement for professionals and recognition of professional experience in the EU.

Solvit, an online service to help defend the EU rights of citizens and businesses

Working in another EU country, information on the rights of workers moving within the EU EFTA/EEA area.

Your Europe, help and advice for EU nationals and their family.

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