



Law on traineeships for higher education graduates

Paid traineeships for higher education graduates to facilitate transition to the labour market

ROMANIA

Title of the practice (in original language)

Stagii pentru absolvenții de învățământ superior

Who is/was implementing the practice?

The National Agency for Employment (Public Employment Service)

Which other organisations are/were involved in the practice?

Employers

What are/were the main objectives of the practice?

- Facilitate the transition of higher education graduates to the labour market.
- Support higher education graduates in acquiring experience, professional skills and competences to adapt to the practical requirements of the workplace.
- Define the minimal conditions that characterise quality traineeships.

When was the practice implemented?

Since 2014 (ongoing)

Who is/was targeted by the practice?

Higher education graduates (ISCED levels 5-7)

What activities are/were carried out?

- Employers who offer a traineeship for higher education graduates can receive the equivalent of EUR 300 per month for the duration of the traineeship contract (6 months).
- Companies need to enter into an employment contract with the graduate just as they do with regular employees. In addition, they sign an internship agreement with the graduate, which takes the form of an annex to the employment contract.
- The employers are obliged to report the vacancies which can be occupied by higher education graduates to the County Agencies for Employment (regional branches of the National Agency for Employment), nearest their headquarters.
- The vacancies for higher education graduates are communicated on PES website.

- A mentor, who is an employee with at least two years of professional experience in the field, coordinates and supervises the trainees throughout their traineeship. In addition, mentors are members of the evaluation committee. This body, whose members are appointed by the employer, at the end of the traineeship assesses the trainee's performance and how well they acquired the skills and competences required for the occupation in question.
- For each trainee, a programme of activities is drafted. It defines the scope of the traineeship, including:
 - the quantifiable objectives and performance indicators against which the traineeship is assessed,
 - a comprehensive list of activities to be carried out, and the level of competences and practical skills to be acquired during the traineeship period.
- Five working days before the end of the traineeship period the evaluation committee prepares a report which includes:
 - a description of the traineeship,
 - information on progress towards meeting the objectives and performance indicators set out in the programme of activities,
 - the skills and abilities acquired by the trainee,
 - the conduct and level of engagement in the tasks performed during the traineeship,
 - conclusions,
 - other endorsements.
- The evaluation of the trainee's performance is based on:
 - the analysis of the achievement of the established objectives and performance indicators,
 - the assessment of the acquired competences and practical skills necessary for pursuing an occupation in the field in which the trainee has completed the traineeship,
 - the traineeship report prepared by the trainee.
- If the assessment conducted by the evaluation committee is positive, the trainees receive a certificate signed by the employer and the traineeship period is recognised as professional work experience. However, if the evaluation shows unsatisfactory performance, the trainees receive only a certificate confirming the completion of traineeship.

What are/were the sources of funding?

The funding of the traineeship can come from the following sources:

- The employer's own budget
- European Structural and Investment Funds and national public funds approved in the Unemployment Insurance Budget
- Sponsorship of individuals and / or legal entities

What are/were the outputs: people reached and products?

In 2014, 40 higher education graduates entered the scheme, followed by 49 in 2015 and 55 in 2016 (according to data from the PES annual reports).

What are/were the outcomes: medium-term results or effects?

Medium-term results are not yet known (an IT-based monitoring and evaluation system is under development).

What are/were the lessons learnt and success factors?

Lessons learnt

Feedback from employers indicated the levels of subsidies offered by law did not sufficiently stimulate them to organise traineeships for higher education graduates. As a result, the legal framework was amended in July 2017. The level of subsidies have been increased from RON 750 (approx. EUR 165) to RON 1350 (approx. EUR 300) per month in order to make the measure more attractive for employers that organise traineeships for higher education graduates.

Success factors

- Mentors play central role in monitoring the work of trainees and assessing their performance.
- The objectives of the traineeship are determined in advance in the programme of activities. This document will serve as a basis for the evaluation of the trainee's performance.
- The completion of the traineeship is recognised as professional work experience.

What are the key sources of information

Law 335/2013 on traineeships for higher education graduates:

<http://www.anofm.ro/files/LEGEA%20Nr.335.pdf>

Law 164/2017 modifying law 335/2013:

<http://www.mmuncii.ro/j33/images/Documente/Legislatie/L164-2017.pdf>