



LATEST NEWS

FIRST MULTIPLIER EVENT (E1): NOVEMBER, 9TH 2018...

Nov 9, 2018

O1 : RESEARCH ON INDICATORS AND STANDARDS FOR...

Oct 11, 2018

O2 : CEN WORKSHOP AGREEMENT (CWA) / STANDARD FOR...

Oct 11, 2018

**1. SPRINT : STANDARDIZE BEST PRACTICES  
ABOUT INTERNSHIPS -presentation and outputs**

**2. Sprint and the stakeholders : the case of the  
employers**

***Stéphanie DEVEZE-DELAUNAY - Sprint's coordinator***

<https://www.sprint-erasmusplus.fi/>



# STANDARDIZE BEST PRACTICES ABOUT INTERNSHIPS

## Strategic partnership KA2 2017-2020

### Context :

- A difficult integration of European young people in the labour market: an average of 20% unemployment, a recurrent mismatch between the job offer and the demand for work.
- The recognized added value of internships in the integration in the labour market
- Many quality frameworks for internships / traineeships but lack of a common good practices framework valid at the European level, fostering mobility

## 7 PARTNERS of SPRINT STANDARDIZE BEST PRACTICES ABOUT INTERNSHIPS - European project

### Representation of stakeholders of an internship and experts



ASSOCIATION  
FRANCAISE DE  
NORMALISATION  
(AFNOR)  
Standardization  
expert  
(CEN  
agreement)

Belgium  
Company :  
quality's  
internships  
expert

Italian  
cooperative :  
quality's  
internships  
expert

French  
university  
(Coordinator) :  
Legal expertise

Trade Union  
Youth PLUS  
Slovenia  
Student and  
workers trade  
union

EUROPEAN  
ASSOCIATION OF  
INSTITUTIONS IN  
HIGHER EDUCATION  
(EURASHE)  
European  
organization :  
1 100 higher  
education  
institutions in  
40 countries

Worldwide company : 500  
company, more than  
33,000 FTE employees  
and approximately 5,100  
branches in 60 countries  
and territories around  
the world

## Presentation of SPRINT

### STANDARDIZE BEST PRACTICES ABOUT INTERNSHIPS - European project

The project objectives are the following:

1. To create a standards with indicators for quality internships that will be recognized and accepted by all stakeholders;
2. To establish a strong partnership among organizations that work in this field and a joined expertise in order to improve the quality of internships;
3. To raise stakeholders' (youth, universities, **employers**) collective awareness about the quality of internships;
4. To analyze, report, disseminate and further build upon data collected to steer policy debate and incentivize stakeholders to improve their practices;
5. To prepare the training of the different stakeholders, thus ensuring the correct application of the new standard and ensuring the sustainability of the outcomes of the project.



# Presentation of SPRINT

## STANDARDIZE BEST PRACTICES ABOUT INTERNSHIPS - European project

### SPRINT – summary

The objective of SPRINT is to unite these different initiatives to create a common standard, working and recognised for the whole Europe. Thus facilitating the mobility of young people



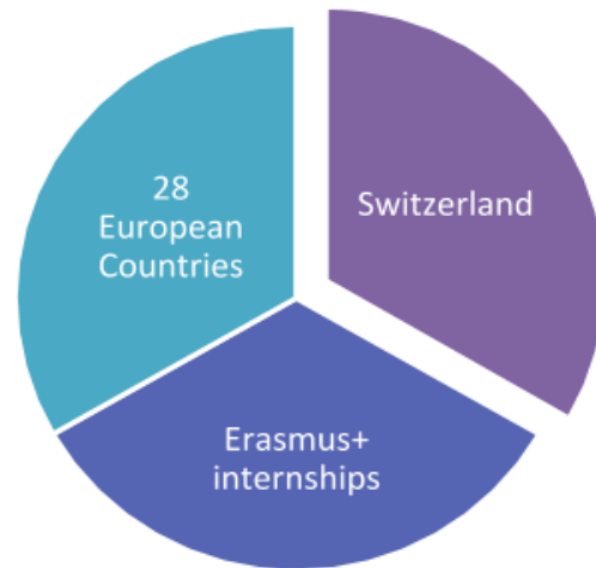
<https://www.sprint-erasmusplus.fr/>

# FIRST RESULTS

## STANDARDIZE BEST PRACTICES ABOUT INTERNSHIPS - European project

### STUDY ABOUT EUROPEAN LEGISLATIONS OR RULES ABOUT INTERNSHIPS

29 countries were analysed (28 european countries, Switzerland) and the Erasmus plus internships also.

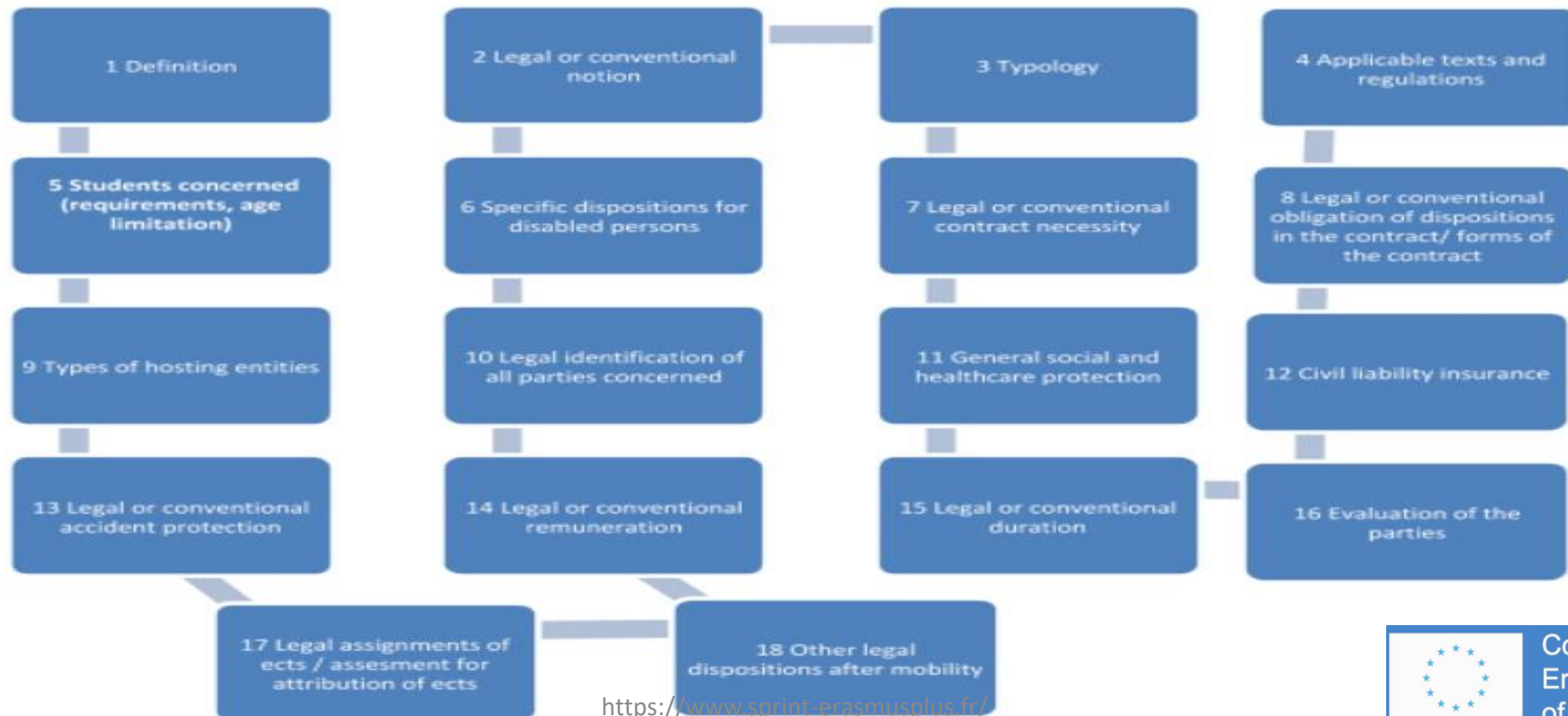


## FIRST RESULTS

### STANDARDIZE BEST PRACTICES ABOUT INTERNSHIPS - European project

#### STUDY ABOUT EUROPEAN LEGISLATIONS OR RULES ABOUT INTERNSHIPS

### ELEMENTS ANALYSED<sup>3</sup>



# FIRST RESULTS

## STUDY ABOUT EUROPEAN LEGISLATIONS OR RULES ABOUT INTERNSHIPS

### RECOMMANDATIONS BASED ON LEGISLATION MAPPING

- Create a common definition of internship
- Find a common “name” for this concept
- Specify the targets : students or not
- Even of contract are often not written, propose to use certificate as proof
- Find a common definition for general social healthcare protection, civil liability insurance and accident protection



## FIRST RESULTS

# STANDARDIZE BEST PRACTICES ABOUT INTERNSHIPS - European project

### PROPOSAL OF A DEFINITION FOR « INTERNSHIP »

Internship means to offer a concrete work experience to individuals who are either newly entering or re-entering the labor market, by putting learning at the center, giving them the opportunity of finding their professional field(s) of interest(s) and enhancing their employability.

- It is conducted either for academic purposes and/or for professional development during a limited time period. It is organized in advance to provide structured learning through practical experience and leads to the recognition of learning outcomes, under the supervision of a professional with a significant background in the field of the experience.
- Aimed at increasing learner's competences and obtaining skills relevant for the labor market, it consists of activities that are connected with the area of study or professional development.
- Internships may cover: student or graduate placements in companies; practical work-experience oriented projects, traineeship and other relevant activities.

# FIRST RESULTS

## EUROPEAN BEST PRACTICES GUIDE

### Before the internship

- Definition of internship
- Written agreement
- Communication between parties
- Defined missions
- Language requirements
- Attribution of tutors
- A quality supervision by tutors
- Required background knowledge of the host company
- CV and cover letter
- Internship linked to the intern's professional project
- Compatibility between the intern's profile and the needs of the host organization

### During the internship

Measures ensuring:

- Regular communication between the three parties
- Legal duration of the internship (hours, months, rest and night work)
- Appropriate work material & tools
- Supervision by tutor and regular feedback from tutors
- Regular feedback to tutors
- Commitment of the intern
- Remuneration
- Compliance with the terms of the contract
- Good integration of the intern in the host company
- Development of personal skills of the intern
- Professional attitude of the intern
- Insurance, civil liability, accident protection

### After the internship

Internship report and (potentially) oral presentation  
Certificate of stay (signed by the tutor in host company)  
Evaluation  
Validation of the internship (by credits, if relevant)  
The intern maintains contact with the host company

# FIRST RESULTS

## EUROPEAN SURVEY ABOUT BEST NEEDS AND BARRIERS ABOUT INTERNSHIPS

### Recommendations based on the survey

All parties combined, the quality criteria that have been mentioned the most are listed below.

Before the internship	During the internship	After the internship
<ul style="list-style-type: none"> <li>● Written tripartite agreement</li> <li>● Communication between parties</li> <li>● Defined missions</li> <li>● Learning the basics of language</li> <li>● Attribution of tutors</li> <li>● The intern makes researches about the host company</li> <li>● CV and cover letter</li> <li>● Compatibility between the intern's profile and the needs of the host organization</li> </ul>	<ul style="list-style-type: none"> <li>● Communication between the three parties</li> <li>● Correct work material</li> <li>● Regular feedback to tutors</li> <li>● Involvement of the intern</li> <li>● Remuneration</li> <li>● Compliance with the terms of the contract</li> <li>● Good integration of the intern in the host company</li> <li>● Personal skills of the intern</li> <li>● Professional attitude of the intern</li> </ul>	<ul style="list-style-type: none"> <li>● Internship report and oral presentation</li> <li>● Certificate of stay</li> <li>● Evaluation</li> <li>● Validation of the internship</li> <li>● The intern maintains contact with the host company</li> </ul>

# Sprint as a guidance to employers on how to establish quality internships

internships = student + education institution + employer – host organization

Sprint is the first project which includes the 3

Beginning of 2020 : OUTPUT 3 will be

a Guide for implementation process of quality internships for employers

The aim is to get win-win

## How standards could be applied to traineeships in practice

- **SPRINT IS BASED ON THE “STANDARDIZATION”**
- The standardization process is carried out via a “CEN workshop” (CEN is the European Committee for Standardization).
  - Such a workshop is a **consensus working group** driven and open to direct participation of any interested party.
  - The participants who will be involved in this workshop will develop the draft of the CEN workshop Agreement (CWA)\*.
  - This document will be approved and the final version will be published at the end of 2019.



## How standards could be applied to traineeships in practice

Standardisation has played a leading role in creating the EU Single Market. Standards support market-based competition and help ensure the interoperability of complementary products and services. They reduce costs, improve safety, and enhance competition. Due to their role in protecting health, safety, security, and the environment, standards are important to the public. The EU has an active standardisation policy that promotes standards as a way to better regulation and enhance the competitiveness of European industry.\*

\* [https://ec.europa.eu/growth/single-market/european-standards/policy\\_en](https://ec.europa.eu/growth/single-market/european-standards/policy_en)

## How standards could be applied to traineeships in practice

The benefits of standards for European industry are extensive. Standards help manufacturers reduce costs, anticipate technical requirements, and increase productive and innovative efficiency. The European Commission recognises the positive effects of standards in areas such as trade, the creation of Single Market for products and services, and innovation.\*

\* [https://ec.europa.eu/growth/single-market/european-standards/policy\\_en](https://ec.europa.eu/growth/single-market/european-standards/policy_en)

## CONTACTS

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