

# Global Alliance 4YOUth

February 2022

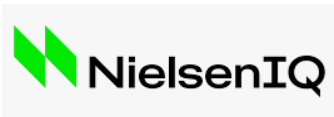


# Our Global Partners: 25!

all 4  
YOUth



L'ORÉAL



GAN GLOBAL



# Our Organization

all 4  
YOUth

1

**Dual Education**



2

**Digital Inclusion**



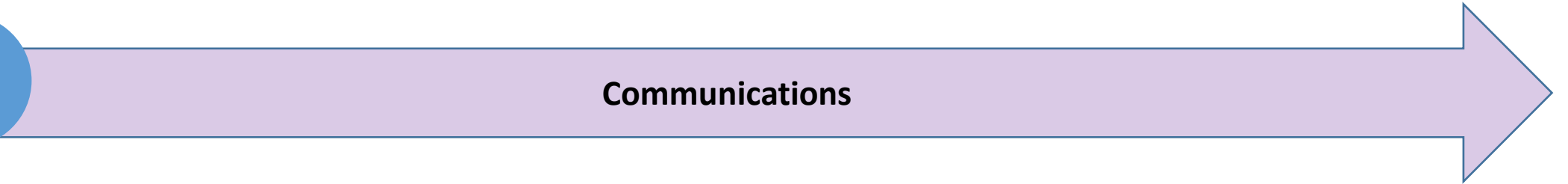
3

**Soft Skills**



4

**Communications**







THE ADECCO GROUP

# Making the future work for everyone

Menno Bart

Senior Public Affairs Manager

# The Adecco Group: Making the Future Work for Everyone

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**32,000+**  
Full time employees



**3,5 million careers**  
enabled annually



**Revenue 2021**  
EUR 20.95 bn



**~100'000**  
clients globally

**57+**

**Countries**  
around the world



**Fortune 500**  
Company

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Our Global Business Units

**Adecco**

**LHH**

**modis**

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What is a virtual internship?

- the intern is not physically present in their host organization
- all activities and interactions are performed remotely.

Aim of guidelines?

- provide information, guidance, tips on organizing & managing virtual internships, addressing aspects most impacted
- aligned with European Quality Framework for Internships ([SPRINT](#))

What the guidelines are not?

- general information on internships criteria and processes
- Local internship regulatory frameworks

# SPRINT, “Standardize best PRactices about INTernships



A strategic partnership project co-funded by the Erasmus+ program, aiming to improve young people’s integration in the labour market.

- **How?** By creating a European Quality framework for internships
- A **3 -years project**, started 1<sup>st</sup> Sept. 2017 & completed Dec. 2020
- **Sets quality criteria & guidelines** for effective and quality internships, to guide the concerned parties and to simplify the internship process for every type of structure

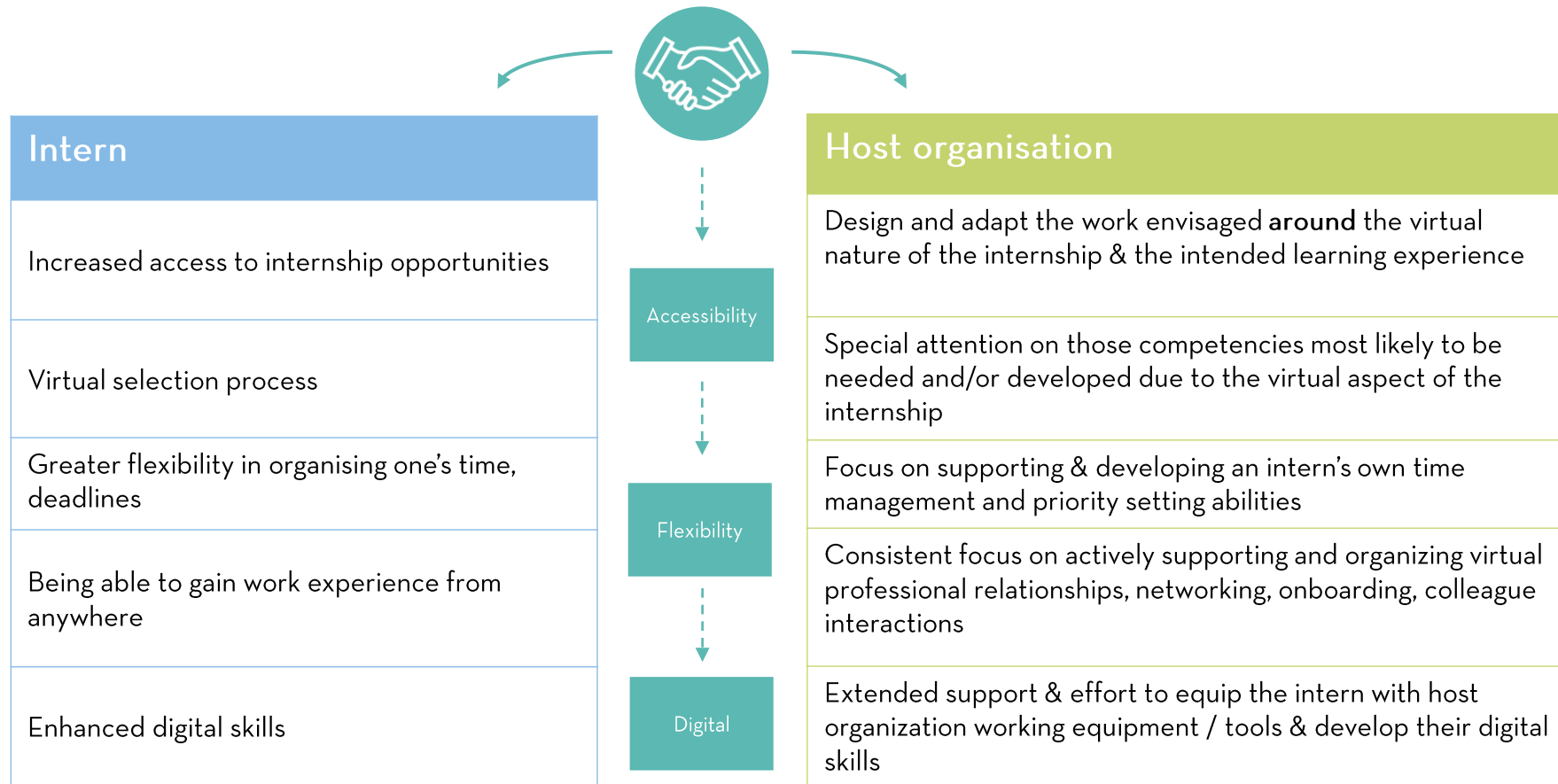
## 8 Quality Criteria

1. Recruitment
2. Written (tripartite) agreement
3. Remuneration
4. Skills acquisition
5. Tutoring
6. Career development and employment
7. Work environment and working conditions
8. Social protection and insurance



# All 4 YOUth– Virtual Internships Guidelines

## *What makes a virtual internship successful?*





# ▶ Virtual Internships: some comments

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Employment Policy Department,  
ILO

## Overview

- Summary of factors which make internships more useful for young people
- Relevance for Virtual internships

**Main Source:** Internships, Employability and the Search for Decent Work Experience (ILO/Edward Elgar); esp. Chapter 3: What makes for a good internship?

# ► **What makes for a good internship?**

Which factors determine positive post-internship outcomes?

## ▶ New ILO evidence: Paid vs. Unpaid internships

- Confirms that **paid internships are associated with better post-internship labour market outcomes than unpaid ones**
- But it is the **fact of being paid**, rather than the size of payment, which matters most

► & other characteristics of internships (beyond payment) are also associated with greater impact

- **Internship duration** - need to last at least 3 months
- **Mentorship** during the internship is important
- **Insurance coverage**
- **Certification**

Bottom line: It is **Structure** and **Competency Acquisition** which drive beneficial outcomes of internship





# Implications for Virtual internships



## Regarding Virtual Internships

- **Formal, Structured Internships** are associated with much better outcomes:
  - Payment, mentorship, certification etc lead to greater positive impacts
  - With virtual internships, the lack of face-to-face interaction makes the role of structure and, for example, mentorship and guidance all the more crucial
- **A cautionary note on Scale** – as internships become (ever more) ubiquitous, there are dangers of qualification inflation
  - Relative advantage of doing an internship is reduced
  - Internship quality and associated competence acquisition becomes all the more important