Global Alliance 4YOUth
February 2022
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1. Dual Education
2. Digital Inclusion
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Making the future work for everyone

Menno Bart
Senior Public Affairs Manager
The Adecco Group: Making the Future Work for Everyone

- 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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All 4 YOUth – Virtual Internships Guidelines

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 1st 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 YOYouth—Virtual Internships Guidelines
What makes a virtual internship successful?

**Intern**
- Increased access to internship opportunities
- Virtual selection process
- Greater flexibility in organising one’s time, deadlines
- Being able to gain work experience from anywhere
- Enhanced digital skills

**Host organisation**
- Design and adapt the work envisaged around the virtual nature of the internship & the intended learning experience
- Special attention on those competencies most likely to be needed and/or developed due to the virtual aspect of the internship
- Focus on supporting & developing an intern's own time management and priority setting abilities
- Consistent focus on actively supporting and organizing virtual professional relationships, networking, onboarding, colleague interactions
- Extended support & effort to equip the intern with host organization working equipment / tools & develop their digital skills
Virtual Internships: some comments

Niall O'Higgins,
Employment Analysis Unit,
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