



# Digital Opportunity

## TRAINEESHIPS



## Information for companies and universities

### Questions & Answers

The Digital Opportunity Traineeships – an EU-funded training initiative – aims to help companies fill vacancies with digitally competent candidates.

The initiative will raise awareness on the importance of on-the-job training for digital skills and help to attract more students to careers in ICT-related professions. Digital skills are not only required in the ICT sector, but increasingly across all sectors.

For students and recent graduates, temporary work placements are a unique chance to develop digital skills and improve their job prospects. The Digital Opportunity Traineeships initiative is designed to bring sustainable benefits to both businesses and job seekers.

#### Why should companies be interested?

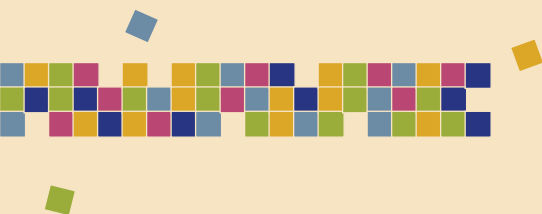
Many companies are struggling to find candidates with digital skills that match the demands of the modern workplace. This means that hundreds of thousands of vacancies remain unfilled, despite high unemployment in some parts of Europe. Furthermore, many companies – from SMEs to large corporations – simply do not have the capacity to train students on the job, or have the resources or time to organise internships programmes on their own.

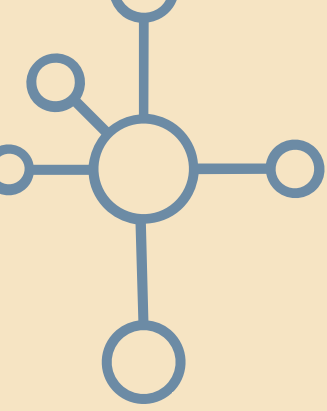
The Digital Opportunities Traineeship is designed to address these concerns. Businesses already hosting trainees within Erasmus+ will find that the initiative does not imply any additional burdens. Traineeships are considered one of the more effective ways of bringing on board skilled employees.

#### How can companies get involved?

Companies can publish their offers on the platforms **Drop'pin@EURES** or **ErasmusIntern** or advertise them through direct contacts with universities careers offices. Regional education associations and research centres are eligible for such traineeships.

Companies that publish their offers on **Drop'pin@EURES** or **ErasmusIntern** should choose the 'Digital Opportunity' category on both platforms. To publish their offers on the platforms companies need to register as employers on both websites.





Companies do not need to sign an agreement with universities; they just make offers as host institutions and sign the learning agreement with the trainee.

### **Is there a list of participating universities?**

The list of universities participating in Erasmus+ by country is public and available [here](#). Usually the contacts of the Erasmus+ office are published on the university's website.

To learn more about how universities can participate, [click here](#).

### **Who can be a receiving organisation?**

Enterprises or any other relevant workplace can host trainees. Chambers of commerce and business associations can offer traineeships and also match supply and demand and therefore become partners to universities.

### **Who pays for the trainee's insurance?**

Payment of trainee insurance will be agreed between the company and the university in the Learning Agreement signed before the traineeship starts. Students do not pay the insurance from the Erasmus+ grant.

### **Do host institutions/companies have any responsibility to continue employment after the traineeship?**

There is no obligation for a host company to hire a trainee after the traineeship, nor to keep him/her longer than agreed. As per Erasmus+ rules, traineeships can last 2 to 12 months - the actual duration of each traineeship depends on the university and the company. The duration is agreed at the moment of signing the Learning Agreement.

### **What about intellectual property rights?**

Erasmus+ is based on the Learning Agreement signed by the company and the trainee. On top of this agreement, companies can add others agreements, including confidentiality clauses.



- ▶ <http://bit.ly/DigitalOpportunities>
- ▶ <https://ec.europa.eu/eures/public/opportunities>
- ▶ <https://erasmusintern.org/>
- ▶ [https://ec.europa.eu/programmes/erasmus-plus/opportunities\\_en](https://ec.europa.eu/programmes/erasmus-plus/opportunities_en)

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