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The **European Internship/Traineeship Guideline** aims to provide an **overview** for students and graduates about intership and traineeship possibilities at the **European Institutions in Europe and worldwide**, without any claim to completeness.

The first part provides some theoretical input with practical examples about

- important terms when talking about Europe,
- basic information about **work permit regulations** for EU-citizens and non-EU nationals when working in the EU or for European Institutions, and
- the main differences between US American resumes and European CVs

The second part of the guideline consists of some of the

- most well-known traineeships at the European Institutions in the EU and worldwide. For each program a brief explanation on what trainees can expect to learn is given and the application requirements and deadlines are provided.

Each chapter and trainee program also has a 'Further information' section at the end, which includes links to more detailed information sources and important contacts. At the end of the guideline the most important links are collected again.

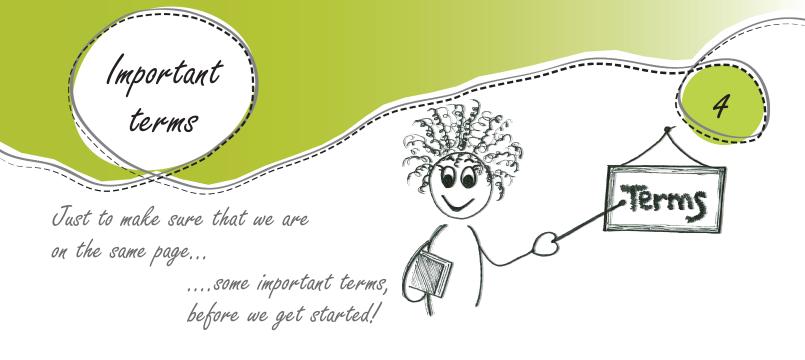
#### **EDITORIAL**

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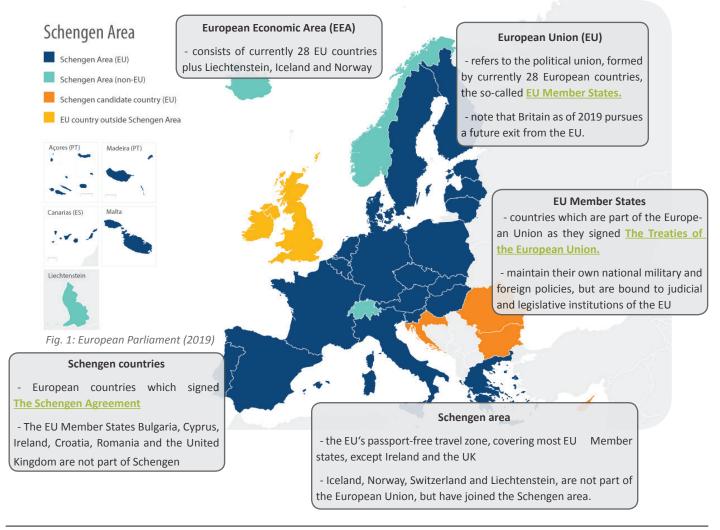
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# **Europe and The EU**

When talking about **Europe** and the **European Union**, some terms get mixed up once in a while and are sometimes used synonymously. In fact, not all European countries are part of the European Union and not all **EU Member States** belong to the **Schengen Area**.



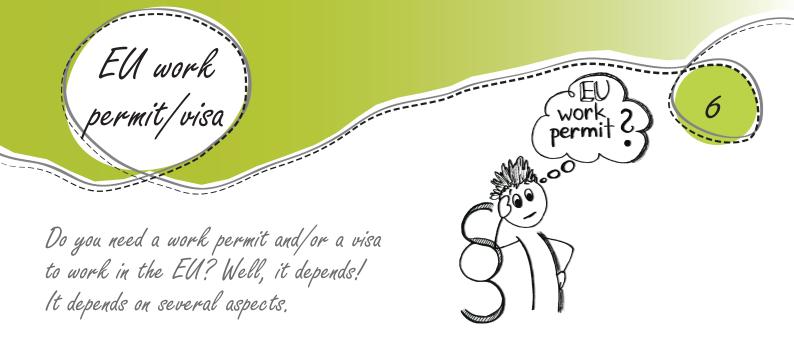


## **Internship versus Traineeship**

In Europe the term **internship** describes a temporary job of some weeks up to a couple of months. In most cases, interns are students or recent graduates with none or little work experience who like to gain a first practical insight on the job market and collect professional experience under supervision.

A **traineeship** is also a temporary job, mostly for some months up to over a year. In comparison to an internship it requires usually a degree and/or proven professional experience of at least some months or even up to some years in the respective field. Besides, it also follows a specific training program plan. In most cases, trainees are already highly qualified and the traineeship has the aim to further develop their skills.

Nevertheless, there is no exact definition of those terms and they are also used synonymously in reality. Therefore, it is always best to check the expected qualification and the content of the program, no matter if it is called internship or traineeship.



# 1. Do you have an EU citizenship? Congrats, then it's more or less easy!

As a national of an EU Member State you enjoy the freedoms to live and work in any other EU country and you do not need a work permit. Only a few EU citizens are still subject to some restrictions (e.g. Croatians). Due to their inclusion in the European Economic Area, citizens of Iceland, Norway and Liechtenstein have the same freedoms. Switzerland has also signed many bilateral migration and trade agreements with the EU, which allows Swiss nationals to move between EU states as well. [See `Further information` on the next page]

# 2. You don't have an EU citizenship? Then it get's really interesting now!

Non-EU nationals do not have the same rights as EU citizens, and cannot just live and work in an EU country without a permit. Unfortunately, each EU country has its own work visas, regulations and criteria, whether you will be granted labor market access or not. Furthermore, the regulations for temporary short-term jobs, such as internships/traineeships are different than those for permanent positions in some countries. Your internship/traineeship might have to be approved by the respective national agency and you might have to apply for a student or work visa. Additionally, to the national visas, there exist 2 work visa options on a European level:

#### a. The Schengen visa:

- to travel within the Schengen area of up to 90 days;
- some European countries allow to work with a Schengen visa, however, most require to apply for a standard work permit;

#### b. The European Blue Card:

- is an approved EU-wide work permit encouraging high-skilled non-EU citizens to work and live in any EU country, except Denmark, Ireland and the UK;
- applicants must have a university degree or at least 5 years of professional experience plus an employment contract or a binding employment offer;





Note that work permit regulations underlie constant changes. Therefore, check the most recent information and contact the respective public employment service in the EU country, or a professional immigration consulting agency in advance of your job application. To make sure you do not miss any important information. [See `Further information` below]



Be aware that work permit regulations for temporary internships/traineeships may differ from permanent positions.



In the past trainees of EU Institutions from third countries were accepted from visa applications. However, Belgium law is currently undergoing some changes. Therefore, please contact the European Commission in advance of your traineeship application. To confirm, whether you will need to apply for a visa as a non-EU national or not.

#### **Further information:**



Check the latest work permit regulations in the EU and more info about the Schengen Visa.



Contact the respective <u>Public Employment Service</u> for country specific advice on work permit regulations or chat with an <u>EURES Adviser</u>, a trained specialist in practical, legal and administrative matters related to mobility at national and cross-border levels.

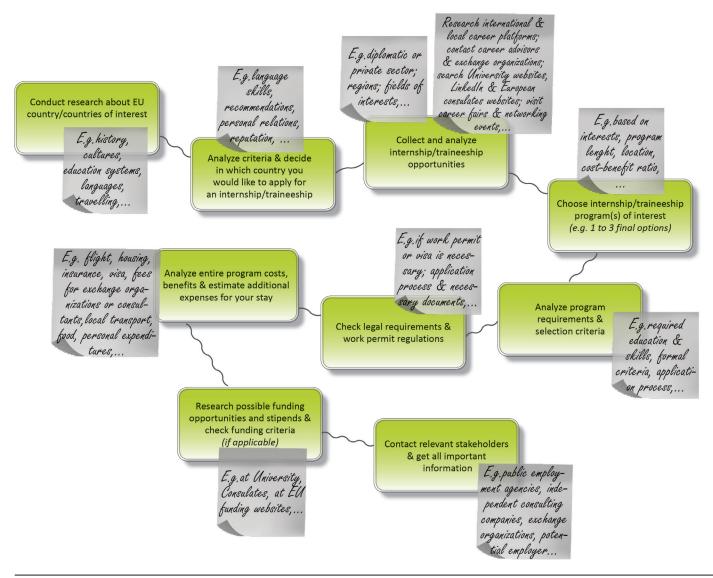


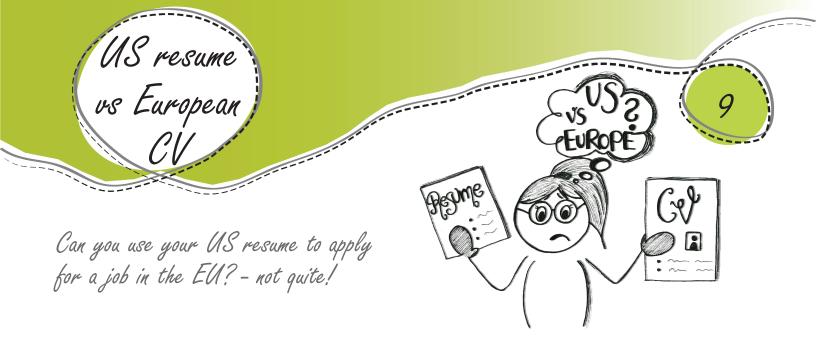
Visit the **EU Bluecard Network** 



Before you actually start to prepare your cover letter and CV, you should find the right internship/traineeship program(s) for you. The following process description shall assist you with the first steps to be considered when thinking about doing a traineeship abroad or at least in another state. However, those steps may vary slightly, depending on whether you would like to work in the diplomatic area (e.g. at EU Institutions, European Consulates) or in the private sector (European companies or Non-Profit Organizations).

# **Traineeship selection process**





## The main differences between US American resumes and European CVs

CV is the acronym for curriculum vitae and means literally 'the course of one's life', while the French word resume means 'to sum up'. However, the term CV has a very different meaning in Europe than it does in the United States and the resume as you know it in the US, does not exist in Europe either. So what is it all about then?

A **US CV** is a very detailed document about your education, previous job experiences and awards, primarily used to apply for academic, medical or research positions. The **US resume** however is a brief document that provides a quick overview of your work experience, education, skills and accomplishments directly relevant for the job you apply for. A **European CV** is somehow something in between and each European country has its own standards, requirements and job application culture:

- In Austria it is still very important to address your point of contact with the correct title. Besides the academic ones, they have numerous others to keep in mind.
- Even though it is very common to include a photo in your CV in most European countries, in France there has been tested the approach of not even putting your name on it, to avoid any gender or racial discrimination in the pre-selection of the applications.
- In Germany you also sign your CV at the bottom.

The table on the next page will provide you an overview of the most important aspects when creating your European resume.

## Overview of the main differences

## **US CV**

- Detailed document about entire experience in reversed-chronological order
- Used for job applications in academia, medicine and research
- 3 to 20 pages long

#### **US** resume

- Brief summary of job relevant experience (customizable)
- Used for job applications in any other industry
- 1 to maximum 2 pages long
- Letter format: 8.5 x 11 inches / 21.59 x 27.94 cm

# **European CV**

- Overview of experience, adapted to job relevancy
- Used for job applications in any industry
- 2 to 3 pages long on average (depends on country)
- ISO A4 format: 8.27 x 11.69 inches / 21 x 29,7 cm
- Contains personal information: nationality, gender, birthday, hobbies, social engagement; in some countries even marital status, number of children etc.;
- Info about your secondary school education: apprenticeship, intermediate or higher educational school and the type of diploma (even when you have a university degree)
- Application in native language (unless you apply for an international job)
- Professional business photo (in most countries)
- Signature (in some countries)



Keep in mind that those are general tips and that the table above just gives you an overview of shared norms among primarily Western European countries. It does not imply that CVs are exactly the same across Europe. Therefore, please inform yourself about the specific characteristics of the European country you wish to apply for.

In the next chapter you will learn about the Europass and how it can help you get started with your European cover letter and CV.



# The Europass - the EU's harmonized job application template

Since the educational systems and educational attainments vary significantly in Europe, the EU has developed the so-called **Europass**. It aims to help applicants in communicating their qualifications clearly and makes it also easier for employers to compare their candidates.

The Europass is a free online form, consisting of a CV, a cover letter and a language skills pass. It is available in 26 European languages and flexible in some information sections, due to country specific differences. All you have to do is set up an account, fill in your information and submit it to your potential employer electronically.

If you intend to apply for a traineeship at an EU Institution, you will specifically be asked to submit a Europass CV. However, you may also use it for application in the private sector job market, if you do not want to design your own.



Many international corporations require you to set up an applicant account on their own online platform to fill in your information. In most cases though, you are able to upload additionally your CV and cover letter.



Be aware that English words do not necessarily have the same meaning across English-speaking countries. The same positions can be named differently, e.g. a UK, Barrister' is known to be a US attorney. Therefore, it's worth checking out the national job description terms.



However, formal criteria are important, some industries (especially the creative sector) and even some employers favor extravagant and unique applications. So don't be afraid to stand out from the crowd!

#### **Further information:**



Check out this <u>video</u> to find out what's the Europass all about.



Take a look at some **CV examples** and this **explanatory video** on how to create a Europass CV.

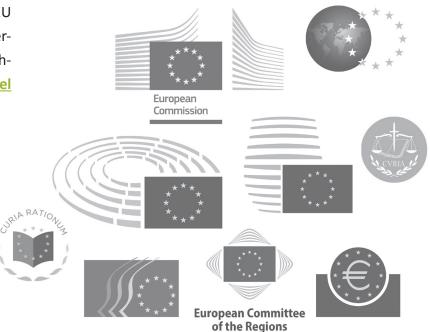


When, where and how do you apply?

The <u>EU Institutions</u> offer a variety of career opportunities and positions in Europe and in the rest of the world, for both EU citizens and non-EU nationals.

Each year over 1,000 young people, especially university graduates, are offered a traineeship at an EU institution. To increase their professional skills, develop their personal qualities, and enhance their EU knowledge. Programs are available in a wide range of fields and last usually between 3 and 5 months. E.g. in competition law, human resources, economics, environmental policy, communication, innovation, finance, diplomacy - just to name a few.

The selection procedures for traineeships are run by the individual EU Institutions and agencies, while permanent positions are selected through EPSO, the <u>European Personel</u> <u>Selection Office</u>.



The following table provides you an overview about the most known traineeships at the EU Institutions and their bodies. Each program listed in the table is described briefly on the following pages. However, there exist more opportunities. On the EPSO website you are able to take a look at all available <u>EU traineeships</u>.

# Overview about traineeship opportunities at the EU Institutions and their bodies

EU Institutions & bodies	Position	EU citizen	Non-EU citizen	Under- graduate	Graduate
European Commission	Blue Book Trainee	✓	<b>✓</b>	×	$\checkmark$
European Parliament	Schuman Trainee	✓	✓	✓	✓
European Parliament Liaison Office	EU & You Trainee	×	✓	✓	✓
Council of the European Union	Trainee	✓	×	✓	✓
Delegation of the EU to the US	Trainee	✓	✓	✓	✓
European External Action Service	Junior Professional Trainee	✓	X	X	✓
European Central Bank	Trainee	✓	X	✓	✓

## **Further information:**



Check out the <u>EU Career profiles</u> to get a better grasp of the types of jobs, requirements and fields of work at the European Institutions.



Search the **EPSO database** to find job openings for trainees and also permanent positions.



Check out the brief and detailed info about the <u>EU Institutions and their bodies</u>.





'Blue book Trainee' at the European Commission



## What does the European Commission do?

- Proposes new laws
- Manages EU policies & allocates EU funding
- Enforces EU law
- Represents the EU internationally
- Largest employer among the EU institutions, with staff in Europe and offices around the world



Location? Based in Brussels (Belgium) and Luxembourg; additionally global offices worldwide



#### What do trainees learn and do?

Traineeships are available in the fields of competition law, human resources, environmental policy, communication and many more. The content of the job largely depends on the Directorate General and services the trainee is assigned to. Just to give some examples: eg. organizing working groups and meetings, compiling information and documentation, preparing reports and answering queries, participating in unit meetings and other events.



### Who can apply?

- University graduates of any discipline from all over the world, regardless of age
- generally knowledge of two EU languages (English, German or French) is required
- EU citizenship is not mandatory (a limited number of places is allocated to non-EU citizens)
- Work experience and postgraduate education is a plus, but not a necessity



**Payment?** 1,176.83 € as of March 1, 2018 and reimbursement of travel expenses. Visa costs and related medical fees may be reimbursed together with the travel expenditures.



**Duration | dates | application deadline?** 5 months | Starting dates: March 1 and October 1 each year Registration for March 2020 will open in July 2019!

#### **Further information:**



Read about the <u>experience of previous blue book trainees</u> and visit the <u>EC Trainees' website</u> to get useful information for your stay in Brussels during the 5 months of the traineeship. They also have an <u>EC Trainees' Facebook</u> page you might want to check out.



Contact the <u>Traineeships office</u> for any questions regarding its work, or a <u>local Commission office</u> in your country, if you have any questions.



# , Schuman Trainee' at the European Parliament



## What does the European Parliament do?

- Passing EU laws, together with the Council of the EU
- Deciding on international agreements and on enlargements
- Democratic scrutiny of all EU institutions
- Examining citizens' petitions and setting up inquiries
- Establishing the EU budget, together with the Council
- Approving the EU's long-term budget, the "Multiannual Financial Framework"



**Location?** Based in Brussels (Belgium), Strasbourg (France) and Luxemburg with additional information offices in the EU Member States



#### What do trainees learn and do?

Every year around 21,000 people apply for a traineeship at the European Parliament and 900 of them are selected. The aim of the Schuman traineeship is to contribute to EU citizens' European education and vocational training and to provide an insight into the work of the European Parliament. Trainees will supplement their knowledge they acquired during their studies and familiarize themselves with the activities of the European Parliament.



# Who can apply?

- be aged 18+
- hold a university level diploma(s)
- fulfill the language requirement
- provide an eligible criminal record
- do not have worked for more than two consecutive months within an EU Institution or body
- do not have carried out a visiting junior/senior academia of six months prior the beginning of the traineeship



**Payment?** Depending on the (EU) country you are applying from, you will get a grant between EUR 900 and EUR 1.800. Additional disability and travel allowances are offered.



**Duration | dates | application deadline?** 5 months | Oct 1 - Feb 28/29 (application period: Jun 1 – Jun 30) & Mar 1 - Jul 31 (application period: Nov 1 – Nov 30)

Note: Candidates can apply for 3 traineeship offers per campaign.

## **Further information:**



Visit the <u>European Parliament website</u>, find out more about the <u>types of traineeships</u> and check out the <u>explanation of the application process</u>.



Contact the <u>staff of the European Parliament</u> in case you have any questions regarding the traineeship.



## What does the European Parliament Office do?

- Strengthening strategic links at all levels with US Congress bodies, e.g. by fostering political contacts between Members of the European Parliament (MEPs) and members of Congress
- Identifying key legislative issues of mutual interest and assuring necessary information exchange
- Improving mutual perception and understanding between administrations, e.g. by organizing/attending information seminars, presentations and other events, preparing and distributing new publications
- Reinforcing cooperation with the EU Delegation in Washington, D.C.



Location? Washington, D.C. (US) + option to extend 2 months in Brussels (Belgium)



#### What do trainees learn and do?

- Work on specific policy areas or a broader range of transatlantic policy issues
- Participate in events and meetings with executive agencies, think-tanks and NGOs
- Analyze legislation and policy discussions relevant to the transatlantic EU-US relationship
- Prepare working papers and research papers for Members of the European Parliament
- Assist with the preparation and management of visits to the US by Members of the European Parliament
- Support the internal and external communications outreach
- Help maintain and develop the database of contacts



#### Who can apply?

- US citizens and others with the right to work in the US
- University graduates (at least undergraduate level), undergraduate or postgraduate diploma/official transcript at least one month before the beginning of the traineeship has to be provided
- Candidates with full-time availability



**Payment?** monthly stipend of €1,294; travel allowance for round trip flight from the US to Brussels, Accident and sickness insurance, 2 days of personal leave per month included.



**Duration | dates | application deadline?** 3 months + option of a 2 month extension in Brussels | Jan 16 - Apr 15, May 1 - Jul 31 & Sept 17 - Dec 14 | Check application deadlines on their website.

#### **Further information:**



Read more about the traineeship and requirements on the <u>EPLOs website</u> and about the <u>experience of the</u> <u>current interns</u>.



Contact the EPLO in Washington in case you have any questions regarding the traineeship.







## What does the Council of the European Union do?

- Negotiating and adopting EU laws, together with the European Parliament
- Coordinating EU countries' policies
- Developing the EU's foreign & security policy
- Concluding agreements between the EU and other countries or international organizations
- Adopting the annual EU budget jointly with the European Parliament



Location? Brussels (Belgium)



#### What do trainees learn and do?

- gain experience of the work of the GSC and get insight into the processes and policies of the EU institutions
- share your fresh point of view and the knowledge you have acquired during your studies
- prepare meetings and drafting minutes
- attend meetings of Council preparatory bodies and Coreper (Committee of the Permanent Representatives of the Governments of the member states to the EU)
- research on a particular project
- translate documents and compile documentation and write reports
- be invited to take part in a study program that includes visits and conferences at other EU institutions



## Who can apply?

EU nationals who have completed at least the first part of their university studies and have a degree certificate or equivalent by the deadline for submitting applications.



Payment? 1,176.84 € per month. Reimbursement of travel allowance. GSC restaurant reduction card



**Duration | dates | application deadline?** 5 months | Feb 1 (application around Aug/Sept) & Sept 1 (application around Feb/Mar) - Check this <u>website</u> around those times for exact application deadlines.

## **Further information:**



Find more info on the <u>Council website</u> and take a look at the <u>FAQ guideline & video</u> to get a grasp of what it's like to work there.



Feel free to contact the <u>Traineeships Office</u> in case you have any questions.

Trainee at the Delegation of the European Union to the United States



## What does the Delegation of the EU to the US do?

- Representing the EU in the United States by working closely with the Embassies and Consulates of the 28 EU Member States
- Promoting EU policies in the United States, which includes presenting and explaining EU actions to the U.S. Administration and Congress
- Raising awareness of EU issues and concerns, and promoting the importance of the EU-U.S. relationship through engaging with political actors, the media, academia, business, and civil society
- Analyzing and reporting on the political, social, and economic situation in the U.S. to the HQ in Brussels



Location? Washington, D.C. (US)



#### What do trainees learn and do?

The content depends on the section of the Delegation the trainee is assigned to:

#### **Economics & Finance:**

- monitor macroeconomic developments
- assist in the preparation of reports on specific economic issues
- participate in the outreach activities

#### **Global Issues and Innovation:**

- focus on regulatory developments in the areas of transportation, energy and environment, research and innovation, space, food safety (which includes plant and animal health and animal welfare), public health, and consumer protection

#### Politics, Development and Security:

- report on Congressional hearings
- research a broad range of foreign policy, security, and development cooperation issues

#### Press and Public Diplomacy:

- help with outreach programs and events
- assist with digital communications
- conduct in-depth media analysis
- help coordinate grant programs
- respond to public inquiries

#### Trade:

- monitor U.S. policy and legislative developments through activities such as attending events, organized by think tanks and trade associations
- monitor Congressional hearings
- conduct research on specific issues

You are able to indicate your section(s) of interest in the application form of the Delegation.







## Who can apply?

## A) Paid traineeship for graduates

- young graduates with a University diploma (at least a Bachelor's degree) and less than 1 year of professional experience
- national of an EU Member State, citizen of an EU candidate country or a national of the United States of America
- no previous professional experience in any of the EU institutions of more than 6 weeks

#### B) Unpaid compulsory traineeship for students

- student enrolled in the 3rd ,4th, 5th year at a local University
- following a curriculum which includes a training period as a compulsory part of your course
- national of an EU Member State, citizen from an EU candidate country or a national of the United States who you are already residing in the host country
- no previous professional experience in the EU Institutions of more than 6 weeks
- the placement will have to be approved by the university



**Payment?** a monthly grant of 1,200€ (for the paid traineeship); costs for visa, travelling and accommodation are not covered!



**Duration | dates | application deadline?** maximum 6 months | Sept - Dec (application deadline May 15), Jan - May (application deadline Sept 15) & Jun - Aug (application deadline Feb 15)

## **Further information:**



Visit the <u>website of the Delegation of the EU to the US</u> and review the detailed application process and required documents for the <u>paid traineeship</u> and the <u>unpaid traineeship</u>.



Contact the **Delegation of the EU to the US** if you need more info.



If you are interested in doing a **traineeship at another EU Delegation in another country**, check out the **website of the European Union External Action Service (EEAS)** 



## What does the European External Action Service do?

- Managing the EU's diplomatic relations with other countries outside the bloc and conducts EU foreign & security policy
- Making EU foreign policy more coherent and effective, thus increasing Europe's global influence
- Managing diplomatic relations & strategic partnerships with non-EU countries
- Working with the national diplomatic services of EU countries, the UN and other leading powers
- Being represented by a number of in-country offices EU delegations outside its borders, which have a similar role to that of an embassy



Location? worldwide



#### What do trainees learn and do?

Depending on the Delegation and the nature of their tasks, in:

- the **EEAS sections** for political, press and information functions (see the <u>standard description of training</u> <u>assignments for EEAS functions)</u>
- the **EC sections** for aid management, trade, economic issues, etc. (see the <u>standard description of training</u> <u>assignments for Commission functions).</u>



## Who can apply?

- nationals from an EU Member State, who hold at least a university degree equivalent to the Master's degree in a domain relevant to the activities of the Delegations
- candidates with excellent command of English and/or French (knowledge of other languages is an asset)
- candidates who show great interest and motivation to work in a Delegation
- professional experience, extra-curriculum activities (volunteering or publications) are an important asset



**Payment?** a grant of 1,375 € | accommodation contribution set at 1,058 € | hardship contribution added to these mentioned above, depending on the Living Conditions Allowance in a Delegation from 10% to 35% | installation contribution of 2,166 EUR at the beginning of the traineeship | a contribution for the cost of the journey of 2,644 EUR for each period of 12 months | a contribution of 705 EUR for the insurance cost for each period of 12 months



**Duration | dates | application deadline?** 12 months (renewable for another 12 months) | Check their website for starting dates and upcoming application deadlines for 2020.

## **Further information:**



Here you find all the requirements for the application and the selection process.





# Trainee at the European Central Bank (ECB)



## What does the European Central Bank do?

- Taking monthly interest rate decisions, jointly with the national central banks of the euro area
- Ensuring that the purchasing power of the euro is not eroded by inflation
- Being responsible for the effective and consistent functioning of the Single Supervisory Mechanism (SSM) in ensuring the safety and soundness of the European banking system through consistent supervision



**Location?** Frankfurt (Germany)



#### What do trainees learn and do?

The ECB's traineeship program offers you the opportunity to put into practice the knowledge you acquired during your studies and get a better understanding of what working for Europe entails. As a trainee you will gain an insight into the ECB's activities and contribute to the ECB's mission. The tasks performed by you as a trainee are supervised and vary according to the unit you join. Some examples include research, drawing up draft reports, compiling statistical data, performing operational tasks and participating in ad hoc studies.



## Who can apply?

- students (including PhD students), or recent graduates of an EU Member State or of an acceding country
- have completed at least a first cycle qualification (bachelor's degree);
- be fluent in English and in another official EU language
- have a maximum of 12 months' professional experience



**Payment?** a grant of €1.070 per month; €1.940 per month for trainees who have completed at least two years of PhD study and who apply for a traineeship that requires such a level of qualification.



**Duration | dates | application deadline?** 3-6 months (can be prolonged once up to a total of 12 months) | starting dates are ongoing. Check constantly their <u>job offers</u> on their website with the respective application deadline.

#### **Further information:**



Inform yourself about the <u>detailed traineeship program</u> and the <u>application process</u> at the <u>ECB website</u>.



Contact the **Recruitment team** if you need further information.



British-American Business Council- Miami: https://babcmiami.org/

Consulates in Miami: https://www.miamidade.gov/business/international-consulates.asp

Delegation of the EU to the US: https://eeas.europa.eu/delegations/united-states-america\_en

Dutch American Chamber: https://www.dutchamericanchamber.com/contact-2/

**EPLO Washington:** http://www.europarl.europa.eu/unitedstates/en/

EPSO EU traineeship overview: https://epso.europa.eu/job-opportunities/traineeships en

EPSO job database (European Personell Selection Office): https://epso.europa.eu/job-opportunities\_en

EU Blue Card Network: https://www.apply.eu/

EU Career profiles: https://epso.europa.eu/career-profiles en

EU Institutions: https://europa.eu/european-union/about-eu/institutions-bodies\_en

EU Member States: https://europa.eu/european-union/about-eu/countries en

EU treaties: https://europa.eu/european-union/law/treaties en

**EURES (European job mobility site):** https://ec.europa.eu/eures/public/homepage

Eurodesk Opportunity Finder: https://programmes.eurodesk.eu/internships

Europass: https://europass.cedefop.europa.eu/about-europass

**European Commission:** https://ec.europa.eu/commission/index en

European Parliament: http://www.europarl.europa.eu/portal/en

European Peacebuilding Liaison Office (EPLO): http://eplo.org/

French-American Chamber of Commerce of Florida: https://www.faccmiami.com/

German American Business Chamber: https://www.gabc.us/

Italy America Chamber-Commerce: http://iacc-miami.com/

Public Employment Services EU: https://ec.europa.eu/social/main.jsp?catId=105&langId=en

Schengen Agreement: https://www.schengenvisainfo.com/schengen-agreement/

**Schengen Visa Info:** https://www.schengenvisainfo.com/

**Spain US Chamber of Commerce, Inc.:** http://spainuschamber.com/en/

Swedish American Chamber of Commerce - Florida: https://www.sacc-florida.com/

The Council: https://www.consilium.europa.eu/en/council-eu/

The Romanian-American Chamber of Commerce: http://www.racc.ro/contact.html