

EXPANDING THE POSSIBILITIES OF WORKING HOLIDAY SCHEMES

Making youth mobility schemes in EU countries accessible to youth – and (future) skilled workers – from a wider range of geographic backgrounds can support various goals.

Thinking creatively about what such schemes might achieve offers insights into what types of approaches could be adopted and how they should be designed.

POTENTIAL GOALS:



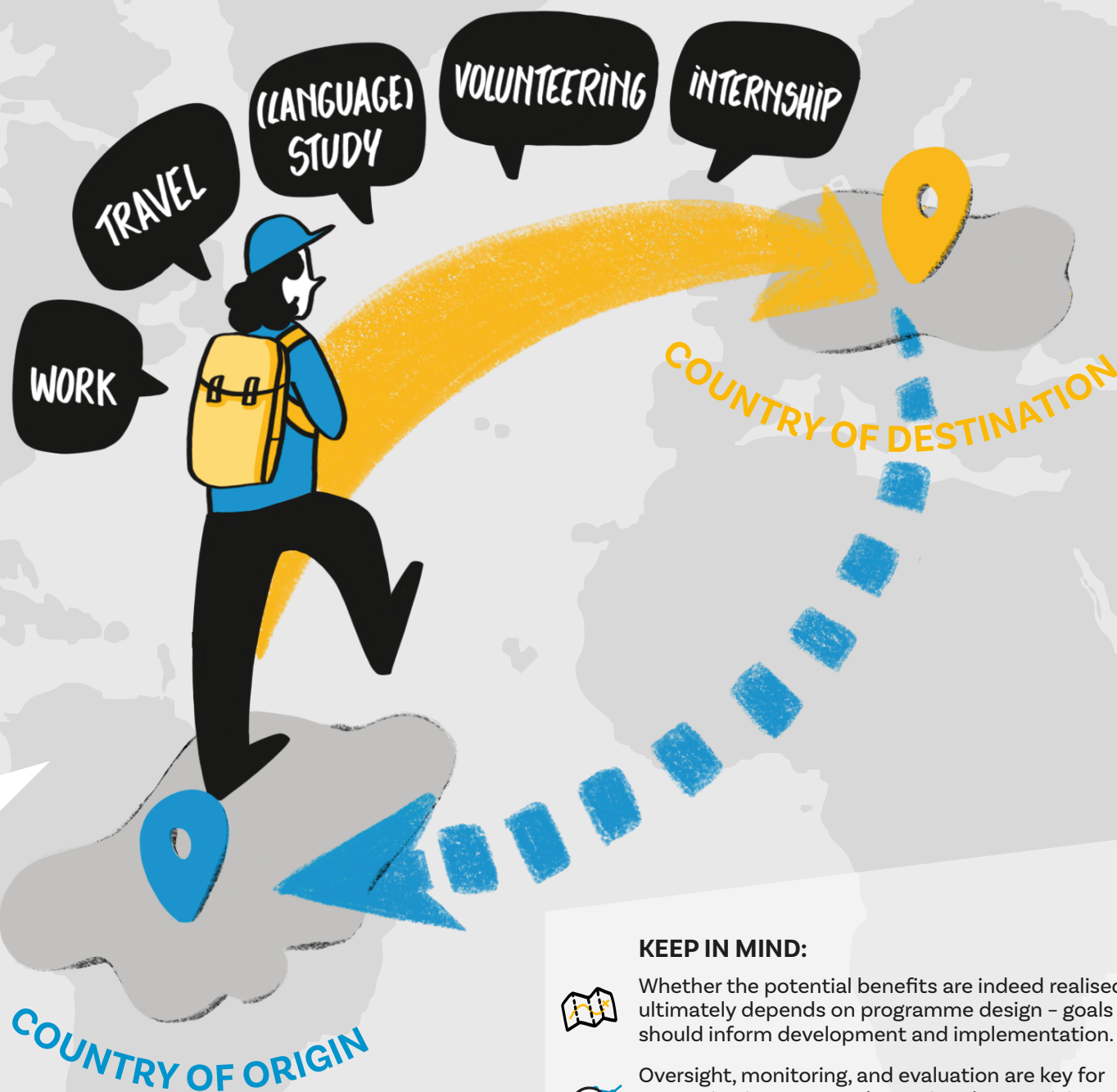
- Enhancing opportunities for skills transfer
- Developing future workforce
- Sharing ideas and networks



- Gaining international experience
- Enhancing foreign language skills
- Building networks
- Improving employment prospects
- Undertaking budget-friendly travel



- Addressing short-term labour needs
- Engaging in public diplomacy
- Receiving tourism- and study-related revenue
- Supporting global talent attraction



KEEP IN MIND:



Whether the potential benefits are indeed realised ultimately depends on programme design – goals should inform development and implementation.



Oversight, monitoring, and evaluation are key for measuring impact – and ensuring that participants have a positive experience, thus contributing to talent attraction, diplomacy, or other goals.

Thinking outside the box: Options for tapping into the potential of youth mobility

A foreign language teaching assistant exchange programme

Why?

- Learning another language not only makes communication easier, it also provides **valuable cultural insights**
- Youth native speakers can **boost the foreign language learning** of EU students and the **internationalisation of education** in EU Member States
- This can provide **valuable experience** for those starting a career in education, and more broadly can offer a paid opportunity to live in another country while **interacting with locals**



A multi-country (remote) working holiday programme

Why?

- A key factor **attracting youth** to live and work in the EU is the ability to **travel easily** within the Schengen area
- A multi-country working holiday might include the ability to **work remotely** in one or more countries, alongside activities to **foster exposure to the local culture**
- This could tap into an existing **digital nomad** scheme or test a new one, enabling the movement of remote workers who arrive with a job rather than finding one in the local labour market



A language learning scheme paired with work opportunities

Why?

- Strengthening foreign language skills can **unlock better work opportunities** and **strengthen cultural connections**
- Studying the language in country could make it easier for youth to find a job in their field of study and settle in, and could align with **talent attraction efforts**



An internship or traineeship scheme

Why?

- **Practical experience** can enable youth to get a head start on their career by applying their studies to the world of work
- This could be tied to **talent attraction** efforts if there is a chance to transition to a long-term pathway, enabling both parties to see if there is a good fit during a 'trial period'
- Those returning home could bring with them **further developed skills** for the local labour market



Find out about current schemes, lessons learnt & more here:



Expanding traditional working holiday programmes

Why?

- Traditional EU working holiday programmes are **currently limited in scale and scope**
- Expanding working holiday schemes to more origin countries could offer an impetus to enhance such schemes by emphasising **cultural elements**, enhancing **worker protections**, and increasing opportunities for **better paid jobs**
- Facilitating a (smooth) transition to longer term migration pathways could align with **talent strategies**

