

# Traineeships

European Commission programme





# AGENDA



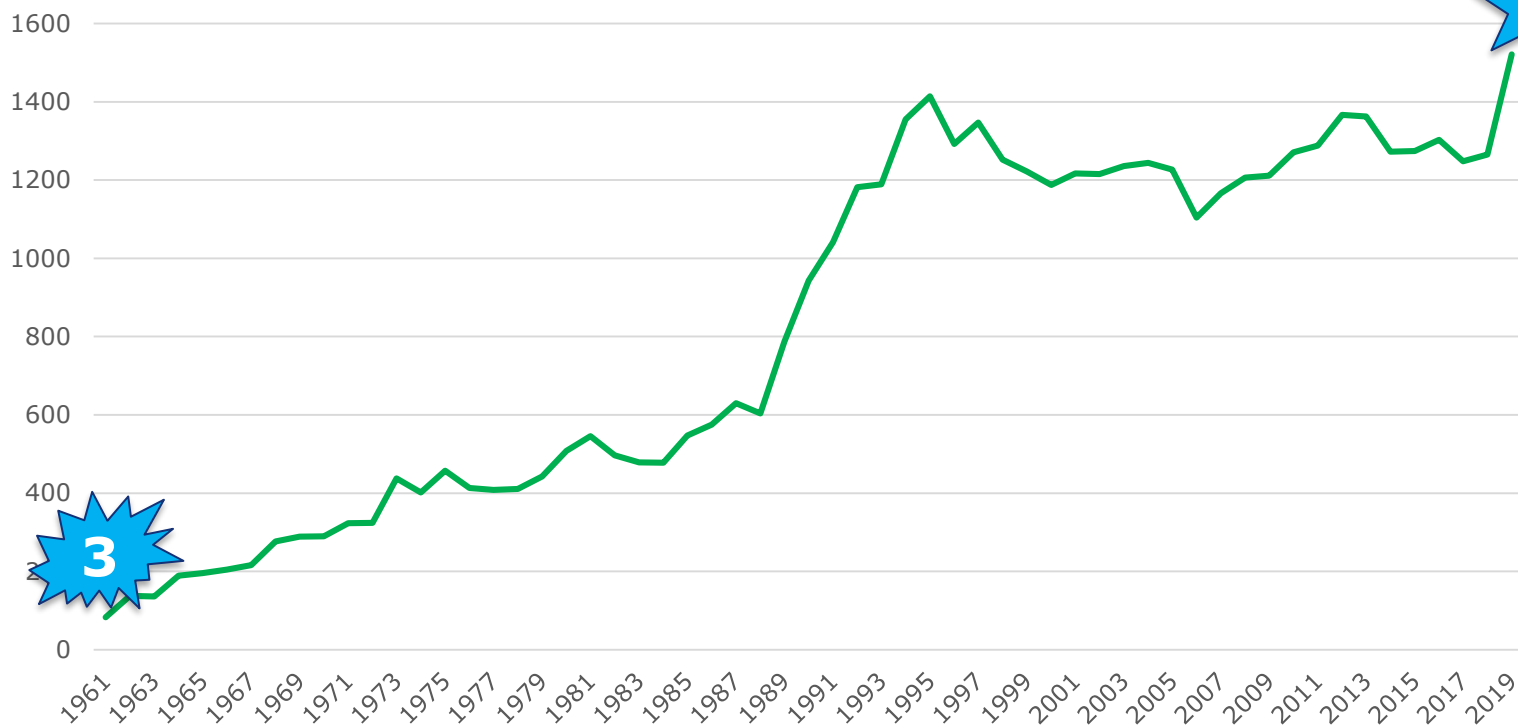
The Traineeships Programme |  
The Traineeship Experience |  
Eligibility criteria |  
Selection Process|  
Some statistics|



# 60 years of history



Amount of trainees per year



# What's in it ...



## ...for the trainee?

**Work  
experience**

**Opportunity to put  
into practice  
knowledge in your  
fields of  
competence**

**Paid, quality  
traineeship  
in a large  
organisation**

**Multicultural  
environment**

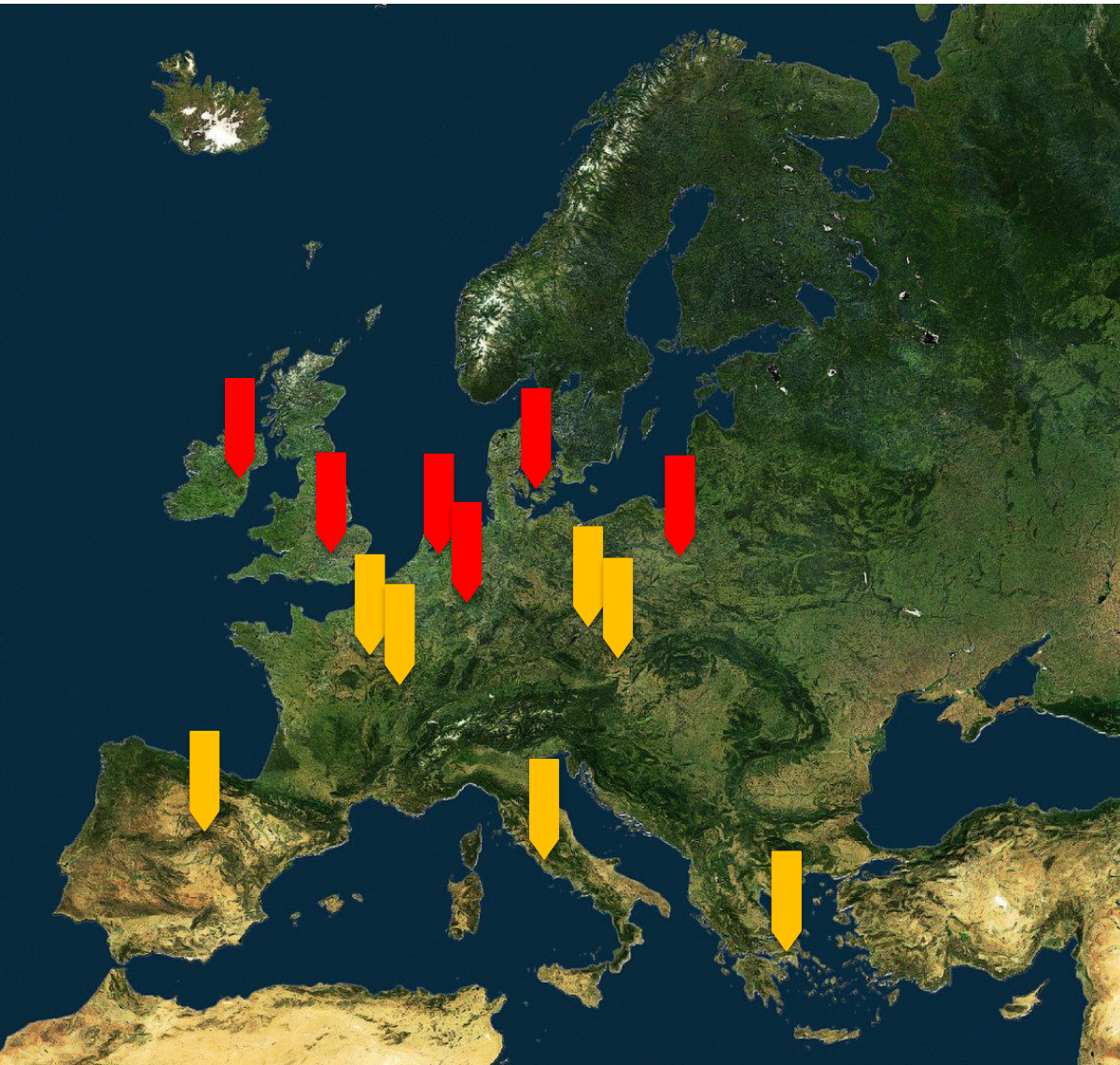
**Create a  
network of  
'goodwill  
ambassadors'**

**Create a pool of  
university  
graduates to  
collaborate with  
the EU in the  
future**

**Fresh  
perspective**

## ...for the EU?

# Programme



**The world's biggest  
traineeship programme  
by number of applications  
and places offered**

five-month traineeship

1 March and 1 October  
each year

university graduates from  
the Member States and  
third countries

Based primarily in  
**Brussels** and **Luxembourg**  
but also in **Copenhagen**,  
**Grange**, **London**, **Warsaw**,  
and **Representations**

# Who gets a trainee?



DGs					
AGRI	BUDG	Cabinets	CLIMA	CNECT	COMM
COMP	DEFIS	DEVCO	DGT	DIGIT	EAC
ECFIN	ECHO	EMPL	ENER	ENV	EPSO
FISMA	FPI	GROW	HOME	HR	IAS
JRC	JUST	MARE	MOVE	NEAR	OIB
OLAF	OP	PMO	REFORM	REGIO	RTD
SANTE	SCIC	SG	SJ	TAXUD	TRADE

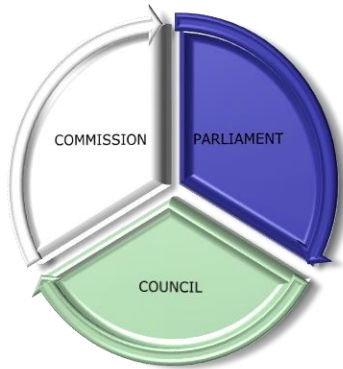
## Agencies and Services with Service Level Agreements

EACEA	EASME	EDPS	EEA	EEAS	ERCEA	ESTAT
	FRONTEX	REA	S2R	SESAR	SRB	TENEA

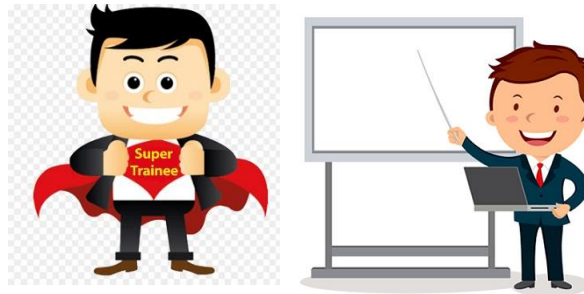
# Learning Programme



## Training Days



## Train your Trainee

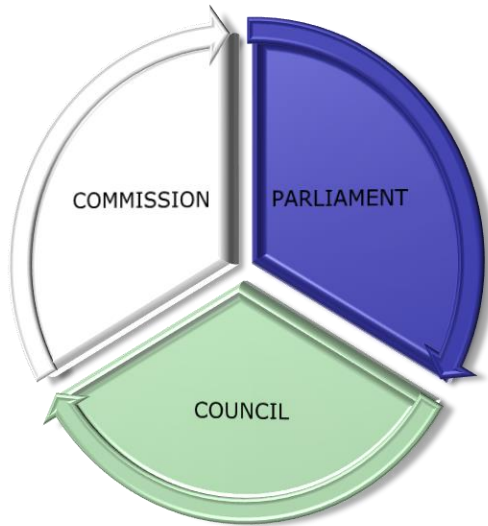


## Reverse Mentoring

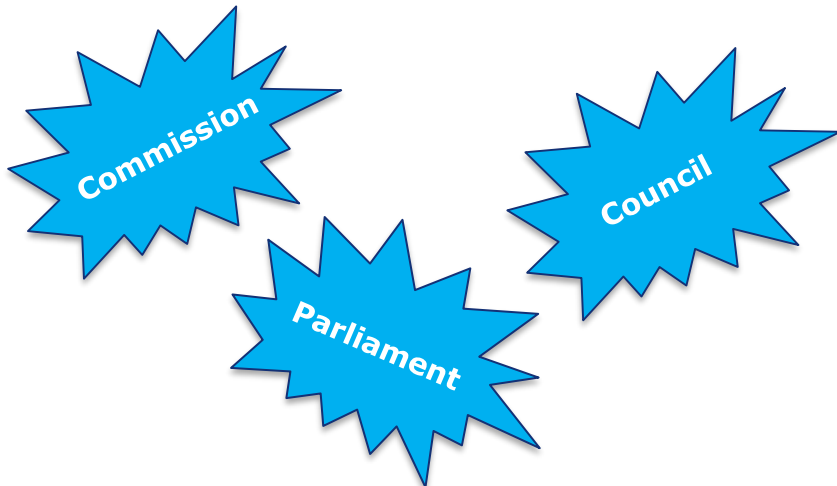




# Training Days



## EU Legislative Cycle



## EU's Presence in the World





# Train the Trainees



What?

**Tailored and on-demand learning opportunities**

Who?

**Colleagues from your DGs/agencies volunteer to teach you**

Why?

**To help you become operational much faster**

**To help you grasp the wider context of EU policies, procedures and work processes**



# Reverse Mentoring



- formal relationship between a **Blue Book trainee** (mentors) and a **senior manager** (mentees)

## What?

- exchanging perspectives, knowledge and experience, building new skills and bridging generation gaps

## Why?



# Social Life



European  
Commission

**Subcommittees**

**Societies**

**Porte-Paroles**

## Trainees' Committee



**GENERAL**

General  
coordination of the  
TC  
Representation



**COMMUNICATION**

Newsletters  
Social Media  
Promotion



**TREASURER**

Budget  
Auditors  
Subcommittees



**SOCIAL  
EVENTS**

Trips  
Parties  
Euroball



**CONFERENCE  
&  
CAREERS**

Trainings  
Job Fair



# Selection process



## Are you eligible?

Candidates must have completed the first cycle of a higher education course (university) obtaining a full degree (3 years minimum / Bachelor degree)

**For the March 2022 session, you must have graduated by the mid June-July 2021**

I am a 5th grade law student - in my country legal studies are organised as per Bologna system but despite having completed 4 years of studies and over 250 ECTS - I don't hold a Bachelor's degree. Is it possible to apply for traineeship ?

Even though you have more than the minimum (180) credits, you need to have **completed** an actual degree before applying



# Selection process



## Are you eligible?

Very good knowledge of at least 2 EU official languages of which one should be a working language (English, French or German)

Mother tongue	No proof required
Other languages	<b>language certificates with attainment showing level C</b>
	<b>university diplomas/transcripts obtained in the languages in question</b>
	<b>proof of bilingual education at secondary level</b>

# Selection process



## Are you eligible?

Candidates must have completed the first cycle of a higher education course (university) obtaining a full degree (3 years minimum / Bachelor degree)

Very good knowledge of at least 2 EU official languages of which one should be a working language (English, French or German)

**Graduates all over the world**

**No age limit**

No prior employment within an EU institution or body of more than six weeks



# Selection process

European  
Commission

- Level of **education**
- **Language** Skills
- Relevance of **working experience**
- International profile (**mobility**)
- **Motivation** and quality of reasoning
- IT Skills, organisational skills, publications and rare domain of studies

Online  
application

Preselection

Automatic filter  
to check  
eligibility

Anonymous  
evaluation by  
two independent  
Commission  
staff

National quotas

Submission of  
supporting  
documents

Anonymous  
evaluation by  
two independent  
Commission  
staff

Profiles appear in the  
'Virtual Blue Book'

# Selection process



Aimed at ensuring **fair representation of all nationalities**  
Based on the population of a country, but taking other elements into account, ex: **number of candidates per country**

Online application

Preselection

Automatic filter to check eligibility

Anonymous evaluation by two independent Commission staff

National quotas

Submission of supporting documents

Anonymous evaluation by two independent Commission staff

Profiles appear in the 'Virtual Blue Book'

DGs and services choose according to their needs

Placement offer sent by Traineeships Office

# Selection process



## October 2021

- Applications deadline 31st January 2020, 12pm
- Evaluation (eligibility check) May
- Reservations (by DGs) June
- Offers End of June

## March 2022

- Applications open in mid-July 2021





# Facts and figures



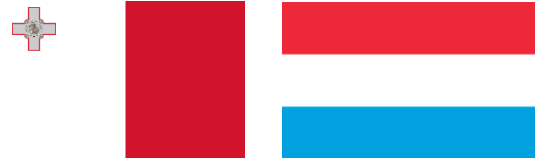
**Age:**  
27

## Nationalities

Most represented



Least represented



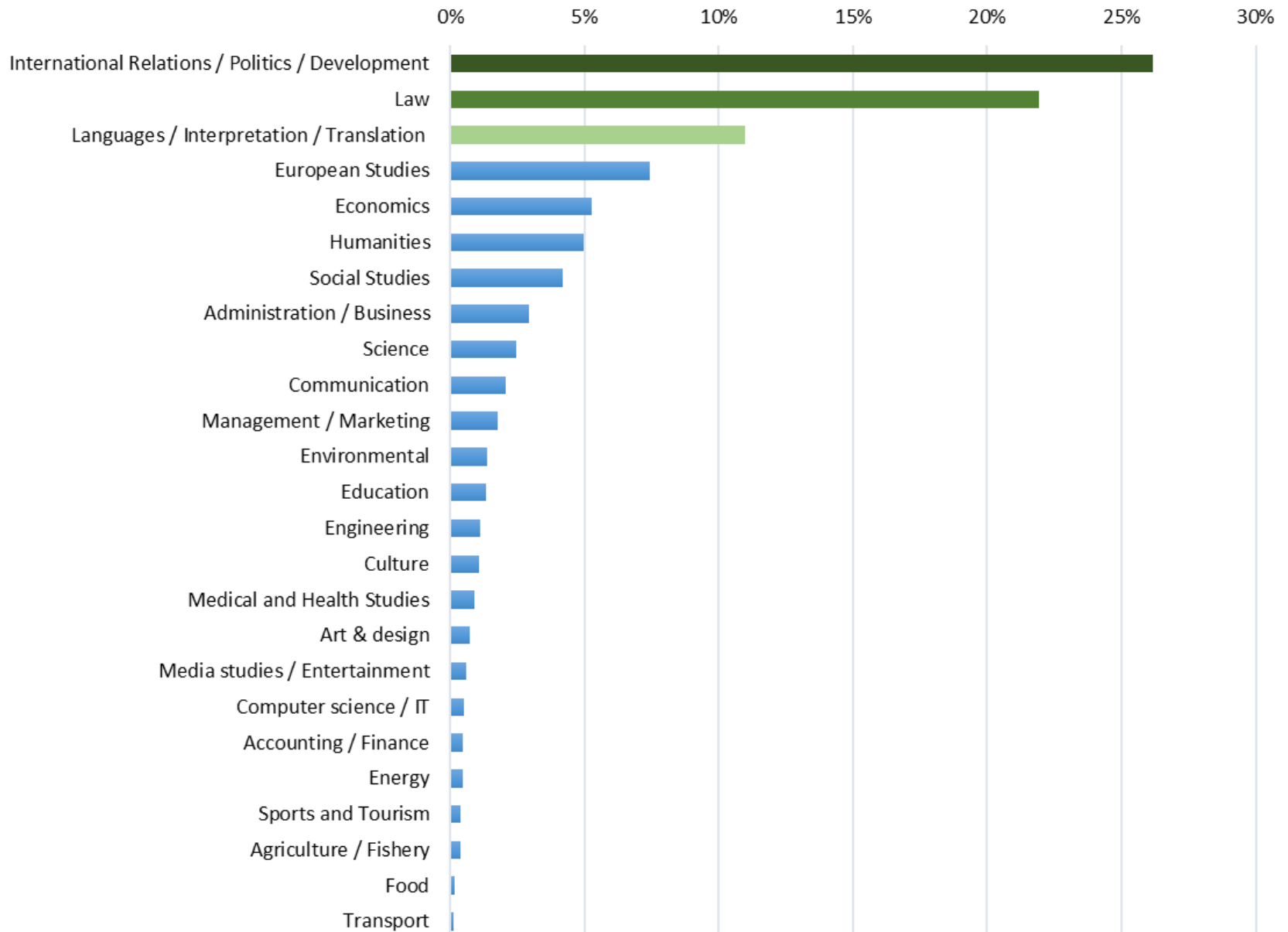


European  
Commission

# EU Candidates' Nationalities (from M2017 to M2019)

NATIONALITY	Number of Candidates
Italian	9355
Spanish	3870
French	3072
Greek	2908
German	2728
Belgian	1615
Dutch	1576
Romanian	1411
Portuguese	1273
Polish	1241
Bulgarian	831
Finnish	679
British	675
Swedish	626
Croatian	593
Hungarian	541
Austrian	526
Czech	526
Slovak	507
Lithuanian	486
Irish	398
Slovenian	271
Cypriot	254
Danish	232
Latvian	171
Estonian	170
Luxembourger	91
Maltese	69

## Profile of EU TRAINEES (from M17 to M19)







# Traineeships website

**General information,  
application forms and  
selection procedure**

[http://ec.europa.eu/stages/  
index\\_en.htm](http://ec.europa.eu/stages/index_en.htm)

Traineeships Office, DG EAC  
[EAC-Stages@ec.europa.eu](mailto:EAC-Stages@ec.europa.eu)