



10 GOOD REASONS TO LET YOUR APPRENTICE LEAVE ABROAD ... AND HOST A FOREIGN PEER!

1. ACQUIRE NEW PROFESSIONAL COMPETENCIES

Working abroad allows the apprentice to acquire new professional competencies and to observe different working approaches and tools that she/he will bring back to the training company.

2. SUPPORT THE DEVELOPMENT OF KEY SOFT SKILLS

Experiencing a mobility in a foreign country allows the participant to gain key competencies and transversal skills such as speaking a foreign language, intercultural skills, problem solving and learning to learn. All such competencies make the apprentice more independent, reliable and resilient on the job.

3. STRENGTHEN THE APPRENTICE'S AUTONOMY AND FLEXIBILITY

Mobilities can help apprentices to become more autonomous. Due to the fact that they are confronted with new working situations, they need to adapt and learn how to be more flexible.

4. REINFORCE JOB MOTIVATION AND ENGAGEMENT

The mobility has a positive impact on the value that the apprentice gives to her/his apprenticeship, which becomes a source of multiple opportunities sometimes unforeseen at the beginning of it. As a consequence, once the apprentice is back to the country of origin, her/his job commitment and motivation increase.

5. INCREASE SELF-ESTEEM AND SENSE OF BELONGING

Working in a foreign country gives the apprentice the opportunity to showcase her/his know-how and to illustrate national and cultural-specific traditions and practices. This reinforces the apprentice's self-esteem and at the same time it helps him/her to discover and appreciate the richness of the national traditions linked to the craft activity carried out. In this sense the mobility reinforces the sense of belonging to his/her craft community.

6. INCREASING THE COMPETENCIES OF THE REST OF THE COMPANY STAFF

Hosting an apprentice from abroad is a good occasion to increase the multicultural competencies of the staff of the local company. Employees will have the chance of getting to know another culture, other working methods and practicing a foreign language. I would call this home internationalization opportunity for company staff.

7. REINFORCE TEAM BUILDING AND ENTERPRISE COHESION

Welcoming a foreign apprentice will lead the rest of the employees to support the new incoming in adapting to the new professional environment, understanding the tasks to perform, helping him/her with the language, discovering the new country/city, etc. The mobility often reinforces the team spirit.

8. IMPROVE THE WORK PRACTICES AND BECOME MORE EFFICIENT

Taking part in a mobility project helps companies to get an overview of their own work practices and reflect on them. This may lead to discovering inefficiencies and gaps (ex. in the team planning, within internal regulations; etc). In this sense, the mobility helps the company to adopt more efficient practices.

9. IMPROVE THE ATTRACTIVENESS OF THE COMPANY

Working on mobility projects distinguishes the company as a leader in training human resources and it can become an example for other companies nearby.

10. EXPLORE POTENTIAL BUSINESS OR INNOVATION OPPORTUNITIES

The mobility may create links between the sending and the hosting enterprise, leading to new business opportunities, the exchange of work practices, tools, technologies and sometimes even new business partnerships.



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