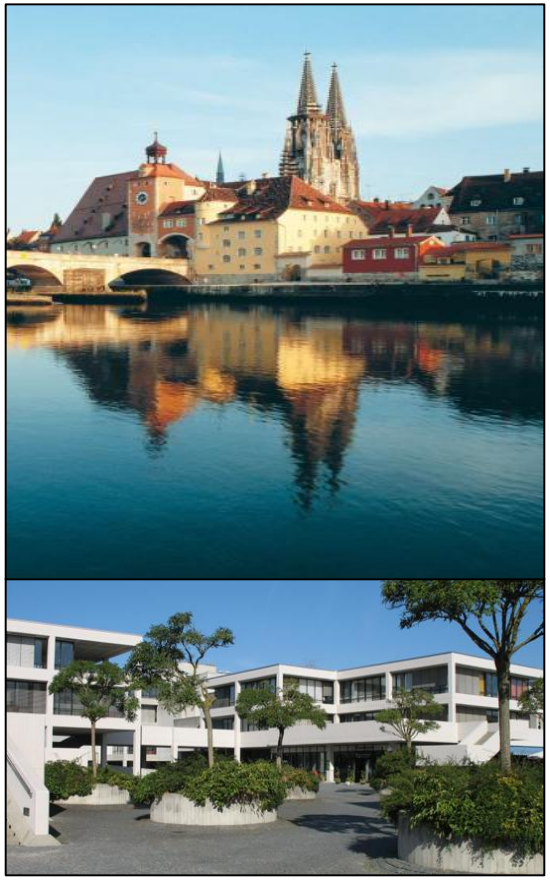
BAYHOST
Bayerisches Hochschulzentrum für Mittel-, Ost- und Südosteuropa

Go to work – Polish young professionals on European labour market

Experience of BAYHOST – intermediary organization in Germany

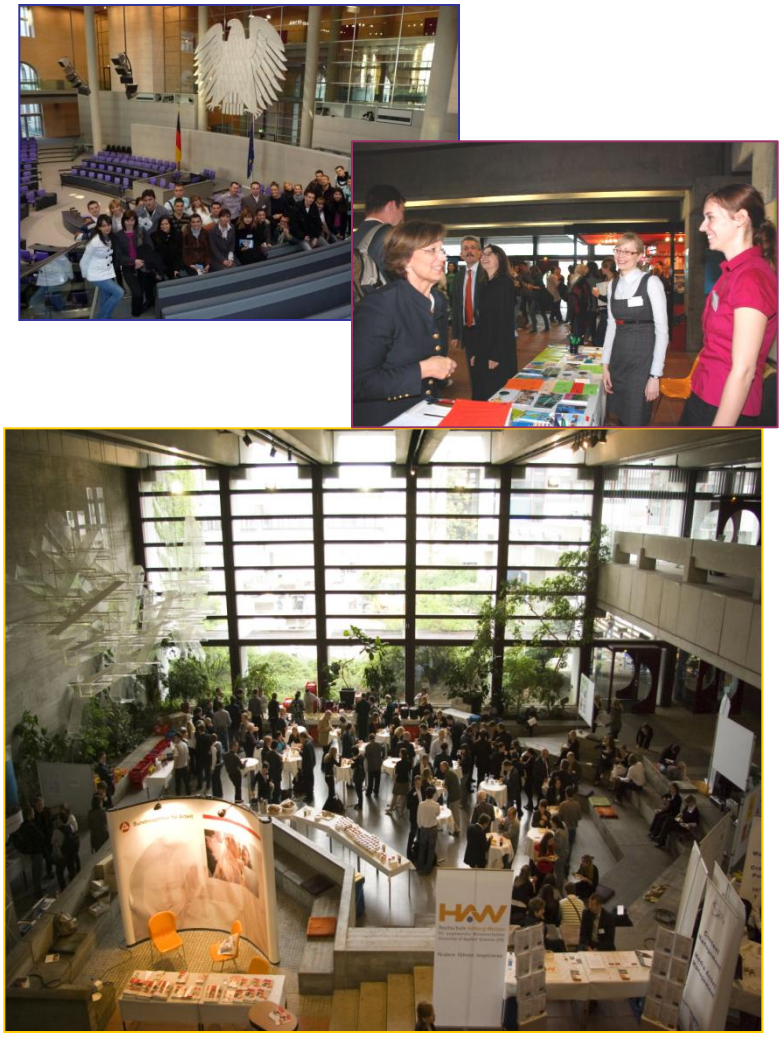
Universität Regensburg

BAYHOST



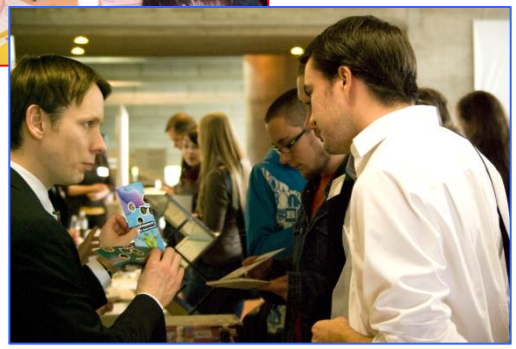
- Cooperative institution of all universities, universities of applied sciences and art academies in Bavaria
- Location: University of Regensburg

Targets



- Establishment and intensification of cooperation in research and teaching
- Support for international exchange
- Development of pilot projects

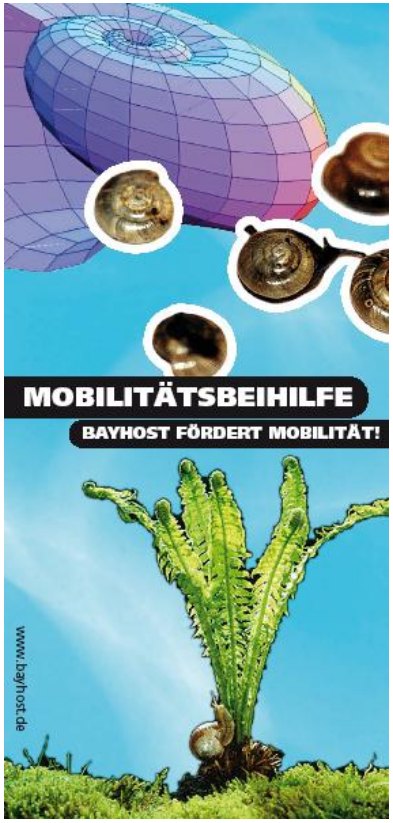
Tasks



- Advice and information
- Contacts
- Projects
- Scholarships
- Internship services
- Mobility grants

Candidates in the „go to work“ program

- 5 graduates of biotechnology
- 2 graduates of biology
- 3 graduates of geology



Host organizations in the „go to work“ program

- Division of biochemistry, FAU Erlangen-Nürnberg
  ⇒ university, 2 interns
- Institute for Molecular Immunology, Munich
  ⇒ university
- Robert Koch-Institut, Berlin
  ⇒ research institute (found by the student himself)

Host organizations in the „go to work“ program

- Max von Pettenkofer Institute for Hygiene and Medical Microbiology
  ⇨ research institute, university
- Entelechon, Regensburg
  ⇨ private biotechnological company
- Söll GmbH, Hof
  ⇨ private company (water treatment)

Host organizations in the „go to work“ program

- Department of Earth and Environmental Sciences, LMU, Munich
  ⇨ university
- Geodynamics and Geomaterials Research Division, Würzburg
  ⇨ university
- Tauw GmbH, Regensburg
  ⇨ private consulting and engineering company

Benefits of the „go to work“ program

- Most candidates were highly motivated!
- Good qualification and good performance at the working place

  ⇒ One internship has even been prolongued for 2 months!
- Professional experience on the international labour market
- New intercultural experience and friendships between Poland and Germany

Difficulties faced during the „go to work“ program

- It was very hard and took a long time to find internship positions:
  - ⇒ no candidate with German language skills
  - ⇒ very specific profiles, partially not in accordance with the present demands on the labour market in Germany
  - ⇒ Therefore 7 of 10 internships could only take place at universities or research institutes.

Difficulties faced during the „go to work“ program

- Organizational problems:

  ➡ Too late delivery of the application documents:

  Many companies are planning internship positions 6 months or more ahead.

  ➡ It was necessary to work on the application documents in some cases: too short and unspecific motivation letters with standard phrases, lack of additional documents and explanation of the study content.

  ➡ Legal problems with internships of graduates at universities: open questions about liability insurance, bureaucratic procedures at the German universities – more support should be provided by the EU offices.

Prospects for the future

- LEONARDO is generally a useful program – most of the internships wouldn‘t have been possible without the LEONARDO scholarships.
- With regard to the considerable amount of time and efforts, it would be good to have more intermediary organizations, responsible for a smaller number of interns.
- It is problematic to promise to provide a certain number of internship positions before knowing the candidates.

→ It would be more realistic if the students were responsible for finding internship positions themselves, using the advice of the intermediary organizations.

Contacts

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