



PROPAGRI

PROfessional integration of young People through AGRIculture

GUIDELINE ON INTERNSHIPS

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DATE: 20-02-2023

This project has been funded with support from the European Commission. The publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.
Project N°KA220-YOU-37C49185

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ABOUT PROPAGRI PROJECT

The project aims to address the needs of Not in Employment, Education or Training (NEET) youth by reconnecting them with the professional world where they can grow their knowledge-base and build their self-confidence in a safe and welcoming environment.

Over the past several years, multiple challenges have become apparent for the youth in the agricultural sector as well as beyond.

These challenges encompass unemployment, educational failure, lack of references, social and economic barriers, and many more than hinder their integration into both the professional and the social worlds.

Another global challenge with local impact that compounds this issue, is the need of sustainable agriculture to be a major driver in the fight against climate change. Indeed, organic agriculture, alongside agro ecology, requires more human labour than generally thought, yet there is an increasing trend of individuals turning down positions in these fields.

This project aspires to bridge the gap between youth in need of employment and the agricultural sector requiring more workers. This is also in line with farmer's needs to pass on their skills and knowledge, alongside making their sector more sustainable. This is easier said than done: prospective workers require specific tools adapted to their needs, especially for NEET youth. These tools would accompany them towards novel professions in the field of sustainable agriculture and social farming, in turn increasing their employability in the future.

The project is coordinated by Lycée Agricole Le Nivot in France, with partners in Italy, Germany, Serbia, Bulgaria, and Belgium.

OBJECTIVES

Overarching Objective: strengthen employability of NEET young people into the agricultural world through the development of innovative training targeting youth workers and trainers.

- ▣ Objective 1: Provide tools to youth workers to increase the awareness of NEET young people about the opportunities offered by sustainable agricultural professions.
- ▣ Objective 2: Develop an innovative training which provides young people with basic skills and knowledge in organic and/or environmentally-friendly farming techniques tackling climate change.

- ❑ Objective 3: Increase the attractiveness of the farming sector and ensure sufficient working capacities for sustainable farming development in Europe.
- ❑ Objective 4: Increase the interest and ability of farmers to welcome and teach NEET young people sustainable farming techniques and knowledge.

PROJECT ACTIVITIES AND RESULTS

Project activities to achieve this goal are structured around 4 project results (PR):

- ❑ PR1: Developing theoretical training material to specify and produce the pedagogical framework and the theoretical content and then to experiment the course in France, Italy, and Germany with 15 NEET youth per country;
- ❑ PR2: Creating an online matching platform to foster and promote connectivity between NEET youth and farmers based on matching criteria;
- ❑ PR3: Implementing guidelines to support youth workers to set up and undertake small internships to allow youth workers to experience and discover farm life for 5 days;
- ❑ PR4: Testing tailor-made tools for youth workers in an orientation workshop to accompany them towards professions in the sustainable agriculture world.

These project activities alongside these project results will allow project partners and stakeholders from both the social agricultural worlds to develop their skills in social farming. The project addresses the needs of rural areas that lack dynamism and workforce by bridging it with NEET youth in need of employment by building a point of reference for job opportunities in the sustainable agricultural sector.

PROJECT RESULT 3: PRACTICAL TRAINING GUIDELINE

This PR consists of the implementation of guidelines to set up small internships for young people. These internships will take place in the farms involved in the project and selected by the partners.

This PR will result in 1 tangible deliverable: Practical training guideline. It will be made of the outputs of the 4 following activities:

- ❑ A3.1. Develop the process of small internships
 - ◆ Deliverable 3.1: Internship process report

- ☐ A3.2. Develop advice for farmers and young people (Train the trainers guideline)
 - ◆ Deliverable 3.2: “Train the trainers” methodology applied to farmers document
- ☐ A3.3. Experiment the farmers training session and the small internships
 - ◆ Deliverable 3.3: Report on the internship’s experimentation
- ☐ A3.4. Analysis/Optimisation.
 - ◆ Deliverable 3.4: Optimisation report of the practical training process.

GUIDELINE ON INTERNSHIPS

The "Guideline on Internships" serves as a comprehensive guide outlining the legal regulations and procedures for implementing small internships. This document is a part of Project Result 3 (PR3), which aims to develop practical guidelines for creating safe, inclusive and educational internships tailored to the needs of young people, youth workers and farmers.

The primary objective of this guideline is to provide a structured framework for setting up internships that benefit both young people, particularly NEET youth, and the participating farms.

SOME DEFINITION

NEET YOUTH - “NEET youth” refers to young people who are not currently engaged in education, employment, or training. The term typically applies to individuals aged between 15 and 24 who are disconnected from both school and the labor market, which can have long-term implications for their employability and economic independence.

INTERNSHIP - An internship is a voluntary or professional learning experience that offers meaningful, practical work related to a person’s field of study or career interest. It gives the individual, often a student, the opportunity for career exploration and development, and to learn new skills. Internships can be paid or unpaid and are typically temporary positions.

FARMERS - Farmers are those individuals who work in the agricultural industry, primarily responsible for cultivating land, raising crops, and sometimes raising livestock. They manage farms to produce a wide variety of food and raw material products. The work includes planting, tending, harvesting crops, and caring for animals, as well as maintaining farm equipment and facilities.

SOCIAL WORKERS - Social workers are trained professionals who provide support and services to individuals, families, and communities facing challenges. They work to enhance overall well-being and help people deal with issues such as poverty, abuse, addiction, unemployment, educational problems, disability, trauma, and mental illness. Social workers advocate for social justice and work in a variety of settings including schools, hospitals, mental health clinics, senior centers, elected office, private practice, and more.

INTERNSHIP OBJECTIVES

The objectives of internships in farming typically include:

Skill Development: Gaining hands-on experience in agricultural practices and techniques.

Knowledge Application: Applying learning to real-world farming scenarios.

Career Exploration: Understanding the various roles and opportunities within the agricultural sector.

Professional Networking: Building relationships with professionals in the industry.

Work Ethic: Developing a strong sense of responsibility, punctuality, and commitment.

Sustainability Practices: Learning about and implementing sustainable farming methods.

Business Management: Gaining insight into the business side of farming, including marketing and sales.

Internships aim to provide a comprehensive learning experience that helps to choose or prepare individuals for a future career in agriculture.

DIVERSITY AND INCLUSION

Diversity and inclusion in internships are vital for creating an equitable and respectful environment where all participants can thrive. Here's why they're important:

Diverse Perspectives: Bringing together people from different backgrounds can lead to more creative solutions and ideas.

Equal Opportunities: Ensuring that everyone has access to internships regardless of their race, gender, age, or other characteristics.

Cultural Competency: Interns gain the ability to work effectively with people from various cultures.

Professional Growth: Exposure to diverse environments can enhance interpersonal skills and prepare interns for the global workforce.

Innovation: Inclusive workplaces are more likely to be innovative and successful.

Internship programs that prioritize diversity and inclusion help to foster a more dynamic, innovative, and inclusive agricultural sector.

ETHICAL CONSIDERATIONS

Ethical considerations in farming internships include:

Fair Treatment: Ensuring interns are treated with respect and dignity.

Proper Compensation: Providing fair wages or stipends if the internship is not purely educational.

Safe Working Conditions: Maintaining a safe work environment and providing proper training.

Clear Expectations: Setting clear goals and responsibilities for the internship.

Mentorship: Offering guidance and support to help interns learn and grow.

Legal Compliance: Adhering to labor laws and regulations regarding internships.

Sustainability: Promoting environmentally responsible farming practices.

These considerations help create a positive and ethical learning experience for interns in the agricultural sector.

GERMANY

LEGAL REGULATIONS:

- ❑ Working hours: Individuals over 18 may work 8-10 hours per day (depending on the company's requirements)
- ❑ Wages: Payment is only required after 3 months, therefore not relevant for short-term internships
- ❑ Accident insurance: the intern is insured against accidents by the company (in case of an accident, the company must pay the amounts owed)
- ❑ *Internship contract:* Not mandatory, but advisable; should include the following topics:
 - ◆ Working hours
 - ◆ Contact person or supervisor in the company

- ◆ Start and duration of the internship
 - ◆ Liability issues
 - ◆ handling of illness-related absences
 - ◆ Termination
 - ◆ Accident protection
 - ◆ (Vacation
 - ◆ Compensation)
 - ◆ Internship Certificate
- ☐ Government funding options:
- ◆ MAG (Measures for activation and integration into the workforce) through the job center/employment agency

Sources: <https://www.deutschland.de/en/topic/business/interning-in-germany-the-basics> , <https://www.itinere.eu/data/servers/itinere/rules/de.pdf> , <https://www.cbs.de/en/blog/internship-in-germany>

PROCEDURE FOR INTERNSHIPS IN GERMANY

- ☐ Number of interns per farm: maximum of 2 interns
(This is important because NEET youth have special needs and the farmer must be able to accommodate them. Additionally, group formation among NEET youth should be avoided as it can trigger negative behavior, which would burden farmers unnecessarily.)
- ☐ Duration of internship: 5 consecutive days
(This is the only way for NEET youth to gain a sustainable experience. They usually need a safe environment and often find it difficult to engage in new experiences. Therefore, it doesn't make sense to send them from one company to another or to set the duration of the internship to less than 5 days.)
- ☐ Travel details and accommodation of interns: daily arrival/departure independently, no overnight stays on the farm
(For NEET youth, it is important to practice everyday processes such as the way to work/training. Therefore, they should travel to the farm independently. As mentioned before, many NEET youth find it difficult to engage in new experiences and need a lot of recovery time in a safe, familiar environment. Therefore, it would be counterproductive to force them to stay overnight on the farm, unless they explicitly express this wish. They can more easily engage in new experiences on the farm when they know they can return to their familiar environment at the end of the day.)
- ☐ Selection of farms for the internship: Erfurt, Weimar, Weimarer Land, possibly Sömmerda
The farms should be licensed training companies. So NEET youth would have the opportunity to apply for a training position on the farm after the internship. Furthermore, it increases the likelihood that companies will participate in the

PropAgri project because they have an interest in recruiting new trainees. In addition, training companies can better accommodate the special needs of NEET youth due to their experience and acquired pedagogical skills.

Sources: <https://www.cbs.de/en/blog/internship-in-germany> ,
<https://www.daad.de/rise/en/rise-germany/find-an-internship/> ,
<https://www.germany-visa.org/work-employment-visa/>

ITALY

LEGAL REGULATIONS: IN ITALY, LEGAL REGULATIONS FOR INTERNSHIPS INCLUDE:

In Italy, legal regulations for internships include:

Duration: Internships must last at least 91 days and not more than 12 months, including potential extensions¹.

Activation: The internship must be activated within 8 days from the request for entering Italy¹.

Payment: Internships are mandated to be paid by law, with minimum wages varying across regions².

Legal Framework: The “Jobs Act” (Legislative Decree no. 81/2015) establishes the legal framework for internships².

Protections: Interns are protected by labor laws ensuring a safe working environment, non-discrimination, and fair treatment³.

These regulations aim to ensure that internships are conducted fairly and provide valuable learning experiences.

Sources: <https://piktalent.com/countries/italy/eligibility-and-guidelines/> ,
<https://piktalent.com/countries/italy/eligibility-and-guidelines/> ,
<https://international-horizons.com/the-rights-of-trainees-in-italy?lang=en>

PROCEDURE FOR INTERNSHIPS IN ITALY

The procedure for applying for internships in Italy generally involves:

Identification: Valid identification for EU citizens; non-EU citizens must apply for an internship visa¹.

Health Insurance: Securing health insurance coverage¹.

Internship Placement: Securing an internship placement and meeting educational requirements¹.

Training Project: Drafting and handing over the training project, especially for non-EU citizens².

Visa Application: Non-EU citizens apply for an internship visa at the Italian representation in their country of residence².

Financial Resources: Having sufficient financial resources to support oneself during the internship¹.

The processing time can vary, and authorities will issue the visa within a maximum of 90 days from the date of the request for non-EU citizens

Sources: <https://piktalent.com/countries/italy/eligibility-and-guidelines/> ,
<https://www.smarttraveltoitaly.com/internships-in-italy/> ,
<https://arlettipartners.com/italian-internship-visa/>

FRANCE

LEGAL REGULATIONS:

In France, internships are regulated by the French Education Code and the French Labor Code. Here are some key points:

Internships can be offered to both French nationals and international students. International students must have a valid student visa, and sometimes a work permit.

Internships can last from a few weeks to a year.

Any internship longer than two months must legally be paid, with a minimum of €3.90 per hour for 2021.

Employers, educational institutions, and interns have specific rights and responsibilities outlined in these codes.

For more detailed information, you may want to consult the specific codes or seek legal advice.

Sources: <https://piktalent.com/countries/france/eligibility-and-guidelines/> ,
<https://www.service-public.fr/particuliers/vosdroits/F16734?lang=en>

PROCEDURE FOR INTERNSHIPS IN FRANCE

An internship agreement is mandatory. It can be drawn up via [immersion facilitée](#).

Sources: <https://immersion-facile.beta.gouv.fr/accueil-entreprises>
<https://www.francetravail.fr/accueil/>

SERBIA

LEGAL REGULATIONS:

In Serbia, internships are subject to certain legal regulations:

Internships must be for positions that are systematized with the employer and are meant for individuals with no or insufficient work experience.

The duration of an internship contract is typically a maximum of one year unless specified otherwise by law.

There has been a draft law proposing that interns should receive compensation of at least two-thirds of the minimum wage, plus contributions and taxes.

For more detailed information, you may want to consult the specific laws or seek legal advice.

Sources:

<https://www.srbija.gov.rs/tekst/en/130019/labour-law-and-other-laws-regulating-the-field-of-work.php> , <https://statt.rs/internship-will-soon-be-regulated-in-serbia/> , <https://www.refworld.org/pdfid/6048fe6f4.pdf>

PROCEDURE FOR INTERNSHIPS IN SERBIA

The procedure for applying for an internship in Serbia generally involves the following steps:

Identify Opportunities: Look for internship openings that match your profile and interests. Websites like iAgora.com and HeySuccess.com can be useful resources.

Prepare Application: Send a general application including your resume and preferably a cover letter to potential employers.

Follow Instructions: If applying for specific organizations like the UN, ensure to use their required forms and follow their application process.

Wait for Response: After applying, wait for an interview invitation or further instructions from the employer.

For specific internships, always check the requirements and application process of the hosting organization or company.

Sources: <https://www.iagora.com/work/en/internships/serbia> , <https://www.heysuccess.com/internships/serbia> , <https://www.srtechnics-jobs.com/Internship-General-Application-Belgrade-Serbia-eng-j6501.html>