MOBILITY EXCHANGE PROGRAMME FOR SME STAFF (MobiliseSME)

Budget: 2M€
Deadline: 17th September
Co-financing rate: 95%
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The European Union (EU) has stressed in several occasions that the European Institutions will promote **labour mobility** not only as a right to free movement of workers, but also as an **economic opportunity** - especially in the face of persistent vacancies and skills mismatches and globalised economy challenge.

For companies aiming at investing in their human resources by offering a European experience to their employees, the organisation of short term assignments or exchanges for learning purposes and career development is complex from a legal point of view and administratively burdensome. However, big companies usually have the means to overcome these barriers.

For medium and small sizes enterprises (hereafter SMEs) in particular, it is very difficult. Yet SMEs form a major part of the EU economy. As a result, the EU is not fully exploiting its potential in terms of reinforcement of human capital through exchanges, sharing of knowledge and cross fertilization.

At EU level, there are several initiatives that promote mobility including the **Erasmus for Young Entrepreneurs**, **Erasmus+**, **EURES**, **ESCO** or **Your first EURES Job**. However, To date there is no EU level scheme for people already in a job and wishing to experience cross border mobility in another company for a limited period of time while maintaining the contractual link with their employer.

For that purpose, the **project Mobilise-SME** aims at **implementing an EU programme scheme** for SMEs that allow them to exchange practices, learn from one another and build up new partnerships and stablish new relations that can benefit both sides.

OBJECTIVES

The **general objective** of the call is to **support short term cross-border secondments for employees, managers and/or (co-) owners, in particular from small and medium companies**.

These secondments shall provide opportunities to develop skills and capacities in host companies ('learning objective'), as well as for companies to enhance their business either by establishing new contacts abroad, or by strengthening their already existing partnerships ('international business opportunity for SME'). **Others objectives include**:

- Enhancing a proper identification of the sending and hosting companies, including targeting sectors with a high international or cross-border activities and employees, managers and/or (co-)owners ready for secondment,
- Further developing of the outreach and matching strategy, and
- Enhancing mechanisms of co-operation and dissemination, engaging the employer organisations as facilitators, participating companies and employees and
- Developing rules and procedures to make secondments beneficial for all parties involved.

MAIN TYPE OF ACTIVITIES

The activities to be developed will consist of:

1. **Consultations, surveys and market research** to enhance a proper identification of the needs and obstacles on boths sides, of the sending and hosting companies, including targeting sectors with a high international or cross-border activities and employees, managers and/or (co-)owners ready for secondments.

2. **Development of the outreach and matching strategy**, through enhancing mechanisms of co-operation and dissemination, engaging the employer organisations as facilitators, participating companies and employees. Tasks of partners will be to establish the infrastructure, roles and responsibilities of different participating parties and to help overcome the obstacle for the participating companies throughout the whole lifespan of the exchange process.

3. **Developing rules and procedures** to make secondments beneficial for all parties involved. This may include drafting a brief plan for the secondment, summarising the motivations of both sides, the learning objectives and clear description of the conditions and requirements.

For more details of the call: click here