



HOMERe

High Opportunity for Mediterranean Executives Recruitment

Connecting graduates to business through international internships

Attract and develop the best young talent the Mediterranean has to offer!

<p>Consortium Régional</p>	<ul style="list-style-type: none"> • Algerian Talents and Leaders Association (ATLAS) • Association des Chambres de Commerce et d'Industrie de la Méditerranée (ASCAME) • Association des Ingénieurs Francophones en Egypte (AIFE) • Association Scientifique Algérienne des géosynthétiques (ASAG) • Associazione Kronos • BusinessMed • Club des entrepreneurs et industriels de la Mitidja (CEIMI) • Comunità delle Università Mediterranee (CUM) • Confédération Générale des Entreprises Algériennes (CGEA) • Confédération Générale des Entreprises du Maroc (CGEM) • Conseillers du Commerce Extérieur Français (CCEF) • Consiglio Nazionale degli Ingegneri (CNI) • Fédération des Experts-Comptables Méditerranéens (FCM) • Federation of Egyptian Industries (FEI) • Hard Workers • HOMERe France • Ingénierie méditerranéenne pour l'export et le développement (Imed) • Ordre des Ingénieurs Tunisiens (OIT) • Réseau des Villes Euromed (Euromed) • Réseau Méditerranéen des Ecoles d'Ingénieur et de Management (RMEI) • Union Tunisienne de l'Industrie, du Commerce et de l'Artisanat (UTICA) • Unione delle Università del Mediterraneo (UNIMED) • Université de Bretagne Occidentale (UBO) <p style="text-align: center;">Partnership with iesMed</p>
<p>Background</p>	<p>1) Challenging access to employment for post-graduates in most of the countries.</p> <p>2) Challenging sourcing of executive level talent for business & industry companies operating in/or with development prospects in the Mediterranean: widespread mismatch between graduates' skills and the skills that companies are looking for - such as teamwork - despite excellent academic background, insufficient knowledge of workplace environment and culture, etc. Most updates Soft Skills for students.</p>

Objectives	<p>1) Increase employability prospects for high-level post-graduates in the region, and their access to qualified first jobs, through the implementation of 6-months international internships at the headquarters of a company with Mediterranean development prospects. 2) Facilitate recruitment procedures and guarantee successful recruitment procedures for employers located in the participating countries. HOMERe will support employers in identifying high-level post-graduates whose profile meets their business development needs in the region.</p> <p>3) Give a company an easiest way to invest in Human Capital so to grow its business with young talents</p> <p>4) Boost the career development of recruited students</p>
Main results	<p>More than 400 internships highly appreciated by companies and students</p> <p>Offers meeting HOMERe quality criteria: real work assignment, international intern coming from the Mediterranean, continuous supervision, minimal monthly subsistence allowance, etc.).</p> <p>Appropriate matching between internship assignments and students' profiles: The consortium is supported by an operational network of academic relays responsible for pre-selected the right students in each of the participating countries. The employer is responsible for the final selection of the intern among pre-selected students.</p> <p>Recruitment in the sending country at the end of the internship : Whenever the HOMERe intern will meet the company's skills requirements and the company will have a corresponding open position in his/her country of origin, he/she will be in a good position to apply (hands-on knowledge of the company's corporate culture and internal processes, professional network of contacts within the company, etc.).</p>
Beneficiaries	<p>1) Post-graduates and beyond, when skills requirements of the internship offer need a broader sourcing.</p> <p>2) Companies operating in the Mediterranean region, i.e. with import/export activities and/or subsidiaries and/or joint-venture companies and/or development prospects in the region</p>
Governance	<ul style="list-style-type: none"> • Permanent Secretariat - Management body, co-located in France and Egypt. • Steering committee - Decision-making body. Head: Jihen Boutiba, BUSINESSMED Members: ASCAME, BUSINESSMED, CCEF, FCM, RMEI • Official HOMERe Group in every partner country: identification of needs (Student levels and fields), knowledge of laws, official contact for authorities. Already existing in Egypt and France. Created soon in Italy, Morocco and Tunisia • Regional Consortium: dialog space for the HOMERe actors • Committee of Wise Persons - Consultative body gathering high-level personalities from the Mediterranean economic sector who trust HOMERe and give HOMERe their feeling, experience and support.
The 7 steps of the HOMERe process	<pre> graph TD 1[1-Expression of the needs by the company] --> 2[2 - Preselection of students] 2 --> 3[3 - Selection by the company] 3 --> 4[4 - Preparation for the expatriation] 4 --> 5[5 - Internship abroad] 5 --> 6[6 - Local recruitment] 6 --> 7[7 - HOMERe Social Network] 7 --> 1 </pre>
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