



Young Professionals Agreements: Facilitating the Temporary Recruitment of Foreign Young Talents in Switzerland

31 October 2024, La Pastorale



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Direction du développement et de la coopération DDC

Secrétariat d'Etat aux migrations SEM



Perspectives



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YOUNG PROFESSIONALS AGREEMENTS: FACILITATING THE RECRUITEMENT OF YOUNG TALENTS IN SWITZERLAND

31 OCTOBRE 2024





YOUNG PROFESSIONALS AGREEMENTS

**AGREEMENTS SIGNED BETWEEN SWITZERLAND AND
CURRENTLY 14 NON EU/EFTA STATES**

GOALS AND BENEFITS:

- GAIN PROFESSIONAL EXPERIENCE IN A FOREIGN WORK ENVIRONMENT**
- IMPROVE LINGUISTIC SKILLS**
- KNOWLEDGE TRANSFER BETWEEN THE TWO COUNTRIES**





YOUNG PROFESSIONALS AGREEMENTS

AGREEMENTS

Currently 14 Young Professionals Agreements between Switzerland and Non-EU/EFTA countries

Argentina, Australia, Canada, Chile, Indonesia, Japan, Monaco, New Zealand, Philippines, Russia, South Africa, Tunisia, Ukraine, USA

KEY POINTS

- Further education stay: YP shall bring the additional knowledge to the labour market in her/his home country (*transfer of knowledge*)
- No part-time or self-employment
- Job search is Young Professional's responsibility





YOUNG PROFESSIONALS AGREEMENTS

CONDITIONS OF ACCESS

- 18 / 35 years old
- University degree or professional training of at least 2 years
- Work in the field of education
- Swiss employment contract with a salary as for a job starter and based on the going rate for the region and sector (CEA apply)

ISSUANCE OF LICENCE

- Delivered for a maximum period of 18 months (stay can be splitted).
- Procedure takes between 4 and 6 weeks





SWISSCONTACT FOUNDATION


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**Key focus is to strengthen the
skills of individuals and foster
the competitiveness of
businesses**

**Strengthen vocational education and
upskilling to secure jobs & incomes**

**Enhance SMEs competitiveness to
become more resilient**

**Promote socio-economic systems to
favour a comprehensive development
(sustainable tourism, agriculture,
green cities)**



PERSPECTIVES PROGRAM

PROJECT FUNDED BY THE SDC / SEM WITH THE SUPPORT OF THE
TUNISIAN MINISTRY OF EMPLOYMENT AND VOCATIONNAL TRAINING
CONTRIBUTES TO TUNISIA'S SOCIAL AND ECONOMIC DEVELOPMENT
WITH A NEW APPROACH TO MIGRATION :

1. SUPPORT TUNISIAN DIASPORA PROJECTS (EXPERTISE,
MENTORING, INVESTMENT)
2. ENCOURAGE INTERNATIONAL MOBILITY OF YOUNG TUNISIANS IN
SWITZERLAND (SKILLS ACQUISITION)
3. DEVELOP A NEW APPROACH IN COLLABORATION WITH TUNISIAN
PUBLIC AND PRIVATE ACTORS





PERSPECTIVES PROGRAM

SIMPLIFIED PROCEDURES

- Connect with young candidates
- Facilitate the visa process

SUPPORT PROVIDED

- Pre-departure briefing
- Secure arrival in Switzerland
- Candidate Follow-up
- Return to Tunisia





ROLE OF THE RECRUITERS

- **Share your needs** for optimal contact with Tunisian profiles
- **Select the young professional** according to your recruitment processes
- **Welcome the young professional** by allowing him to practice the profession and develop his/her skills.
- **Offer an income** according to the Swiss labour laws
- **Make an evaluation report/reference letter** to value their experience upon their return to Tunisia.





SOLUTION « WIN-WIN »

EMPLOYERS

Meet your HR needs and requirements

Access to qualified and motivated profiles

Contractual and legal framework

Support from Swisscontact

Create a dynamic of multicultural exchange

Develop collaborations in Tunisia

YOUNG PROFESSIONALS

Acquire experience abroad in their field of expertise

Acquire new technical and personal skills to improve employability in Tunisia

Benefit from a safe contractual and legal framework

Support from Swisscontact



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