



Erasmus+



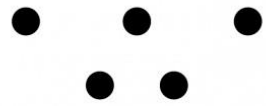
Association Européenne des  
Conservatoires, Académies de  
Musique et Musikhochschulen



# ***EMPLOYABILITY: TRAINEESHIPS, BEST PRACTICES AND CHALLENGES***

**AEC IRC Meeting  
Leuven, 20-23 September 2023  
Lucia Di Cecca**

## 2 MODELS?



**Royal  
Conservatoire  
The Hague**



**2010**



## ***1999: THE ITALIAN REFORM LAW***

***An ignored issue:***

***What do young musicians need to start a career in the music sector? Are we giving them what they need?***

**HOW**



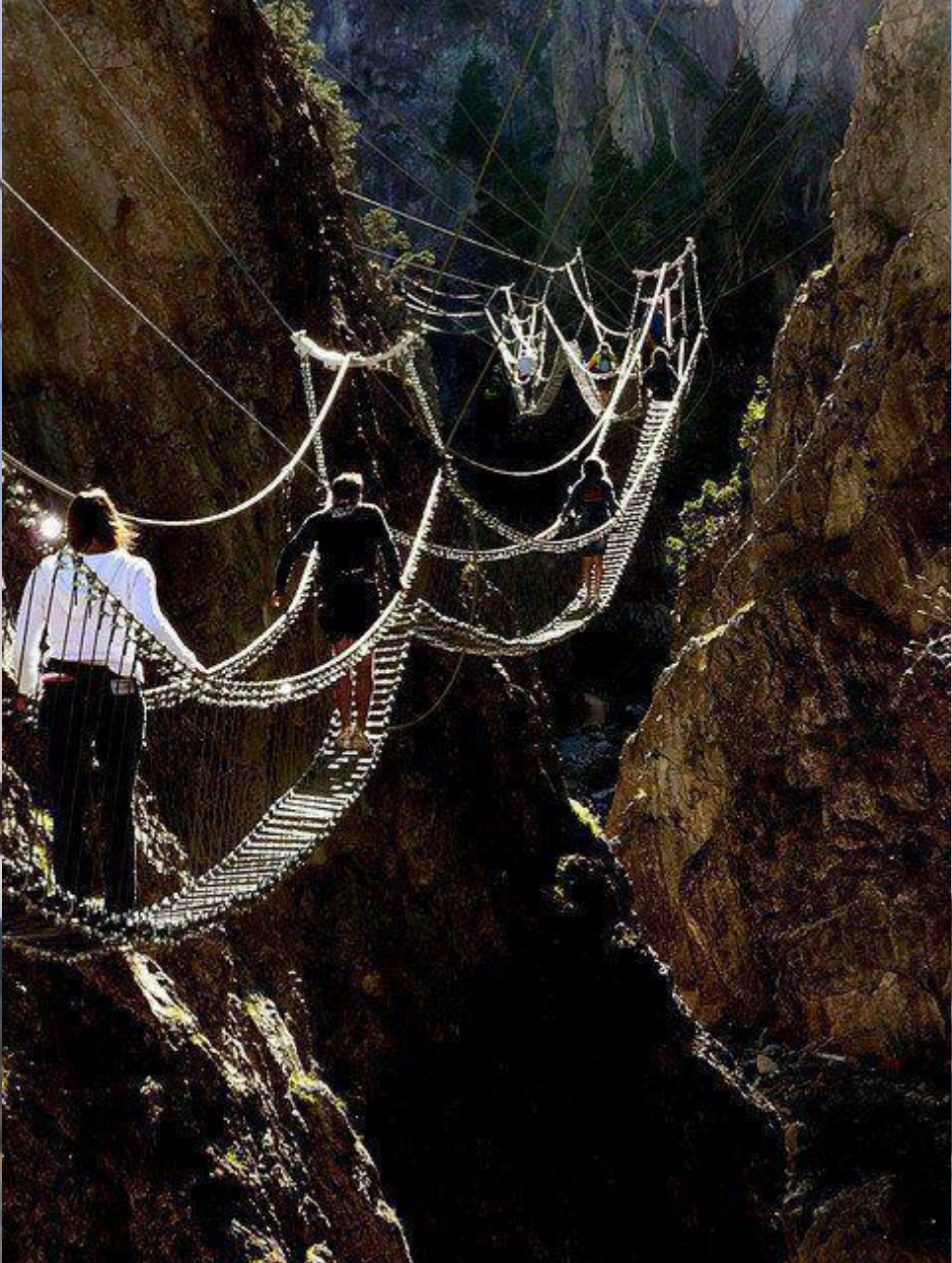
**GRADUATES IN  
CAREERS?**

**Can a trainee  
education and profession?**

**een**



WWM+ of AEC IRC Meeting 2023



**TRAINEESHIPS FOR STUDENTS**



**TRAINEESHIPS FOR PEOPLE IN  
THE LABOUR MARKET**



Education and Culture

**Leonardo da Vinci**





workingwithmusic.net

**A NETWORK OF  
ITALIAN CONSERVATORIES OF MUSIC AND  
EUROPEAN HOST ORGANIZATIONS**



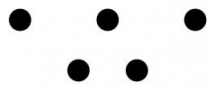
*WWM+ at AEC IRC Meeting 2023*

**2014**



**Erasmus+**

**PUT INTO PRACTICE WHAT YOU HAVE  
LEARNED IN MANAGEMENT COURSES,  
PREPARE A PROJECT, FIND A PLACE  
AND CARRY IT OUT**



**Royal  
Conservatoire  
The Hague**

**WOULD YOU LIKE TO EXPERIENCE A  
WORKING ENVIRONMENT ABROAD?  
LET'S TALK ABOUT**



[workingwithmusic.net](http://workingwithmusic.net)

# **WORKING WITH MUSIC 2010-2022**

**8 EDITIONS**

**21 CONSERVATORIES OF MUSIC IN ITALY**

**150 ORGANIZATIONS IN EUROPE**

**300 TRAINEESHIPS**

**TRAINEES:**

**INSTRUMENTALISTS,  
PIANO ACCOMPANISTS,  
SINGERS,  
MUSIC THERAPISTS,  
JAZZ MUSICIANS,  
SOUND TECHNICIANS,  
COMPOSERS,  
CONDUCTORS,  
...**

**HOST ORGANIZATIONS:**

**THEATERS, ORCHESTRAS,  
CONSERVATORIES, ACADEMIES,  
UNIVERSITIES,  
SCHOOLS,  
FESTIVALS,  
HOSPITALS, REHABILITATION CENTERS,  
CHURCHES,  
RECORDING STUDIOS,  
MUSIC ORGANIZATIONS,  
...**



**WWM:**

**TRAINEESHIPS FOR NEWLY GRADUATES  
AND MUCH MORE**

**EVENTS**

**SURVEYS**

**RESEARCHES**

**VIDEOS**

**STAFF TRAININGS**



***2015: LIVING ON MUSIC***  
***2023: LIVING ON MUSIC 2***

***SURVEYS ABOUT THE EMPLOYMENT OUTCOMES THAT OUR  
TRAINEES GOT FROM THEIR WWM TRAINEESHIPS***

# ***LIVING ON MUSIC 2***

***A RESEARCH ABOUT THE WORKING CONDITIONS IN THE  
MUSIC SECTOR IN THE FIRST STAGE OF A PROFESSIONAL  
CAREER***

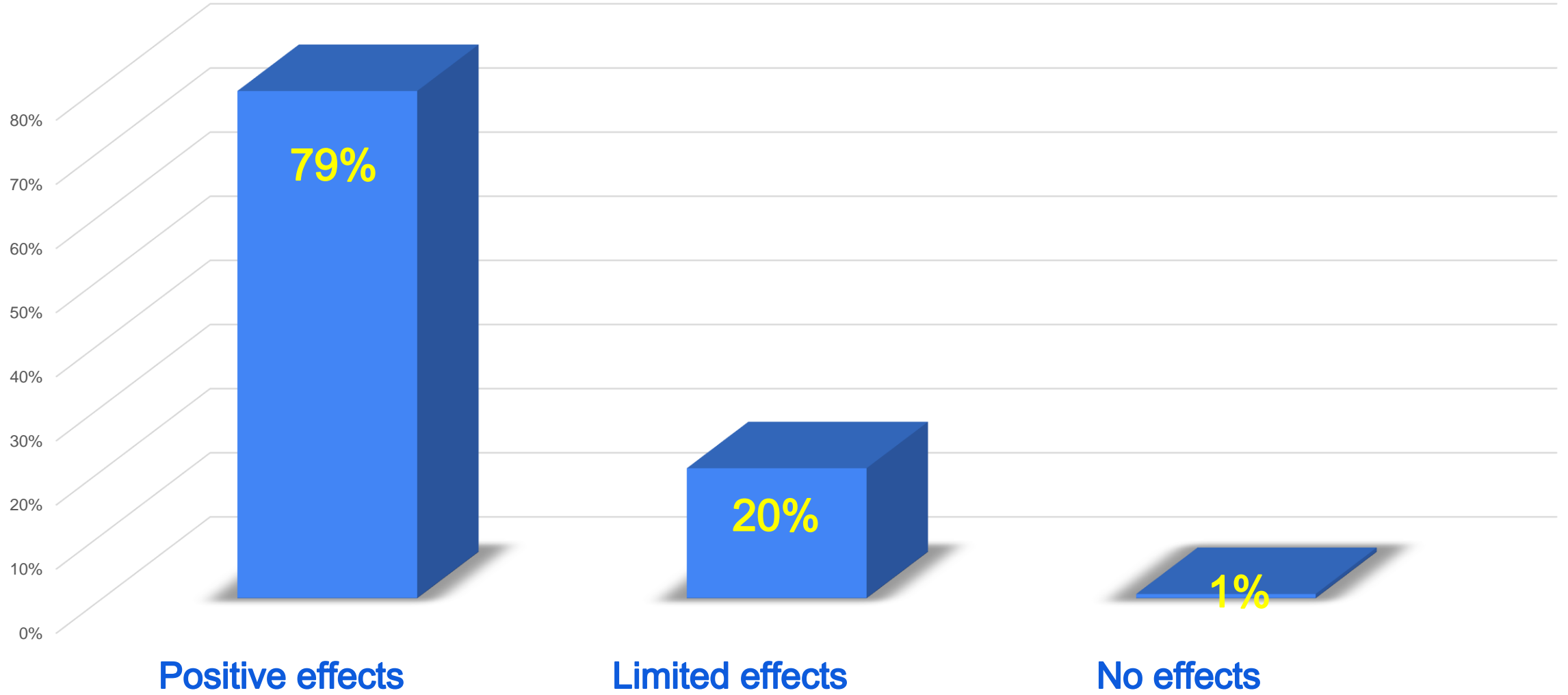
***DID OUR TRAINEESHIPS WORK?***

***DID THEY SERVE THEIR PURPOSE  
AND FACILITATE ENTRY INTO THE JOB MARKET?***





## IMPACT OF TRAINEESHIPS ON PROFESSIONAL CAREERS



## **WWM+ at AEC IRC Meeting 2023**

### **ITALY 2010**

***No reflections on the labour market and the relationship between education and profession***

### **ITALY 2023**

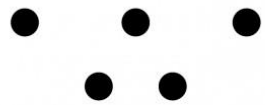
***Growth of the programmes that allow you to find work more easily (eg new technologies)***

***Traditional programmes (eg performing or composition) mostly unchanged***

***New management courses started***

***Internships (within home Conservatories) sometimes included in curricula***

# *A DIFFERENT ROLE PLAYED BY THE ERASMUS COORDINATOR*



**Royal  
Conservatoire  
The Hague**





# ***THE ONE MILLION DOLLAR QUESTION***

## ***HOW TO FIND HOST ORGANIZATIONS?***



# ***TIP N. 1***

***Ask yourself the question: if I were a musical organisation, would I welcome a trainee? If you are not convinced, you won't be able to convince anyone.***

***TIP N. 2***

***Use your network of contacts.***



***TIP N. 3***

***Use the international network of your teachers.***



## ***TIP N. 4***

***Finding a destination and organizing a traineeship is an exercise in entrepreneurship for you and your student.***

- ***Talk to students and get them to talk.***
- ***Understand, and help them understand, what they can do and what they would like to do in their lives.***
- ***Help them remember if they have recently met interesting foreign musicians.***
- ***If they are planning a holiday abroad, suggest to make contact with local musicians and music organizations.***
- ***Encourage their creativity and entrepreneurial spirit.***
- ***Give them confidence.***
- ***Make them understand that if they are motivated and convinced of what they want, they will be able to get it.***

- ***You will obtain two results:***
  - ***Maybe the student can have a good idea and find a good destination on his/her own.***
  - ***You will certainly have learned a lot about him/her and can use this knowledge to identify a suitable destination.***



## ***TIP N. 5***

***Devote time to your potential host organizations.***

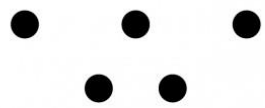
***Devote time to your host organization during the traineeship.***

***Devote time to your host organization after the traineeship.***

***Even when it is the student who suggests a company to go to, try to create a relationship with that company and make sure to "build its loyalty".***

***THE BIGGEST DIFFERENCE***

***THE NETWORK!***



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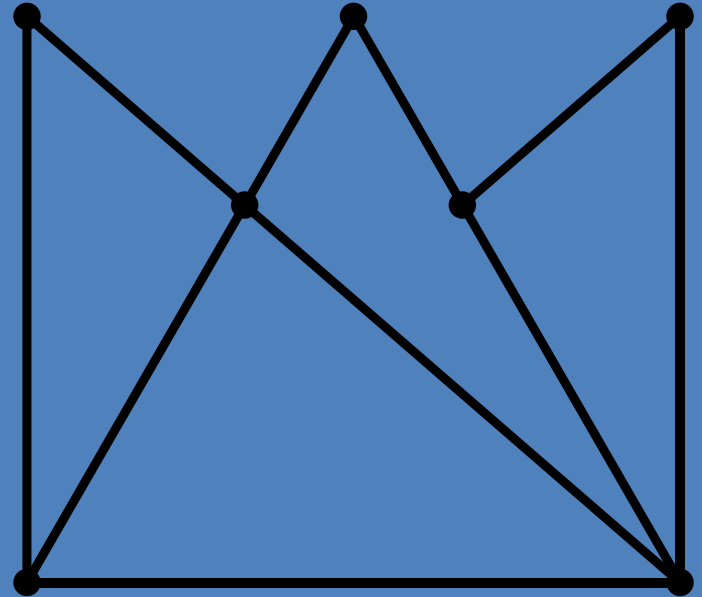
**WWM+ at AEC IRC Meeting 2023**

**LUCIA DI CECCA**  
**[LUCY.DICECCA@GMAIL.COM](mailto:LUCY.DICECCA@GMAIL.COM)**



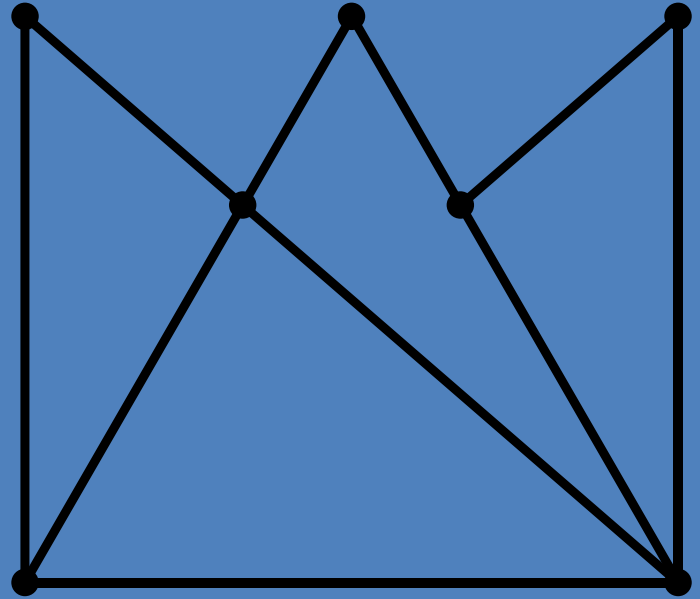
# Erasmus+ Traineeships at the Royal Conservatoire The Hague

AEC IRC Meeting  
Leuven September 2023  
Elsa Ferreira  
International Relations Coordinator



Royal  
Conservatoire  
The Hague

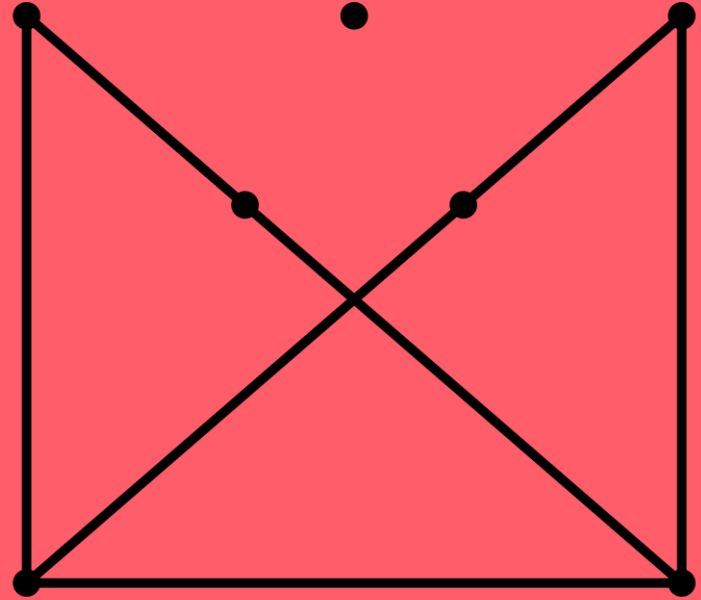
- Mobility at KC
- Erasmus+ Traineeships at KC
  - How? Where? When? Who?
  - Challenges
  - Observations
  - Examples and testimonials



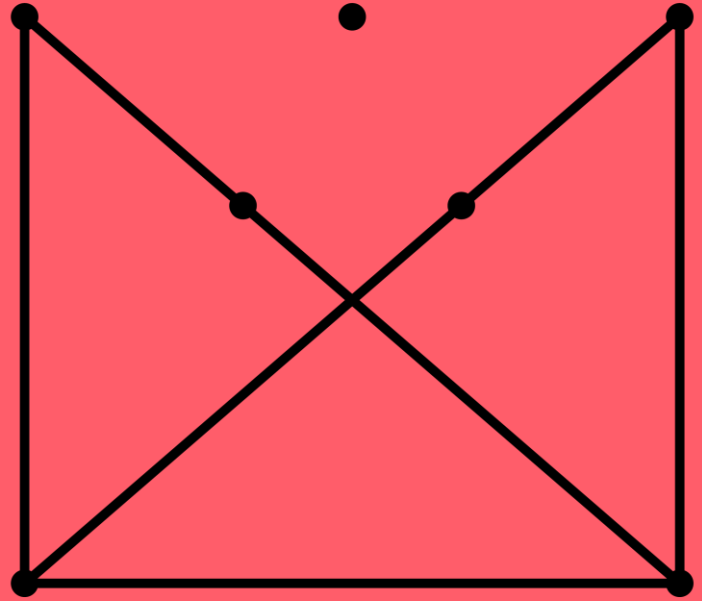
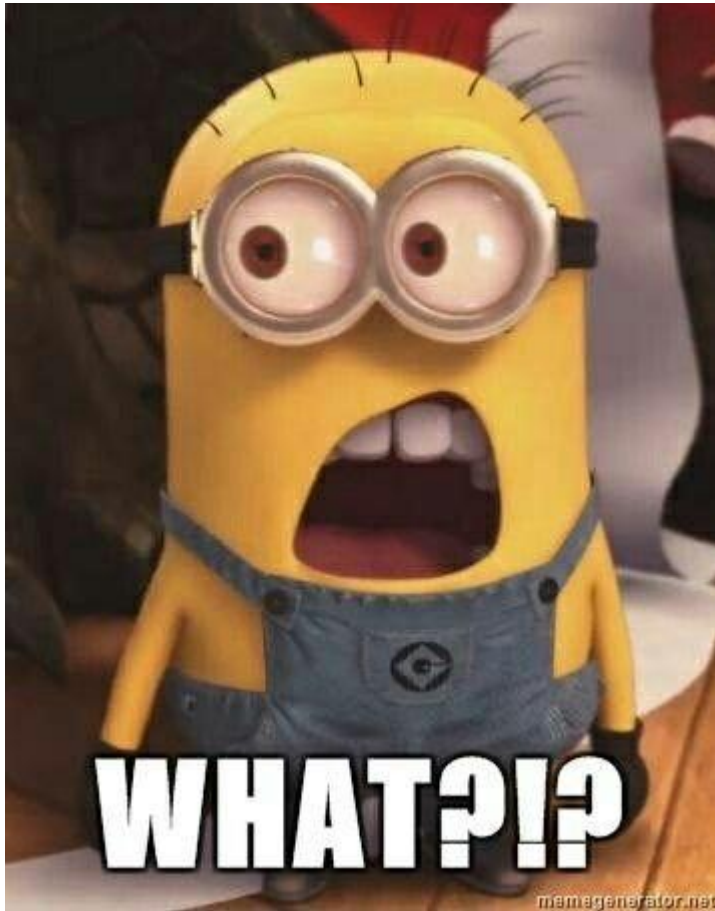
**Royal  
Conservatoire  
The Hague**

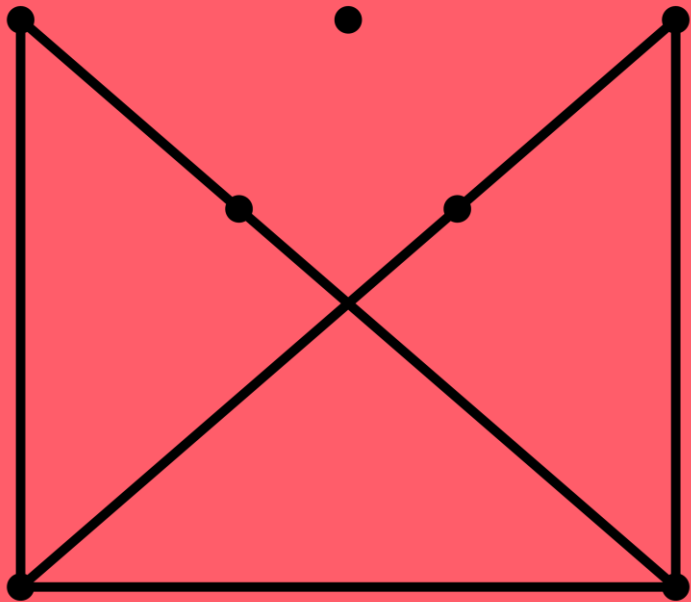
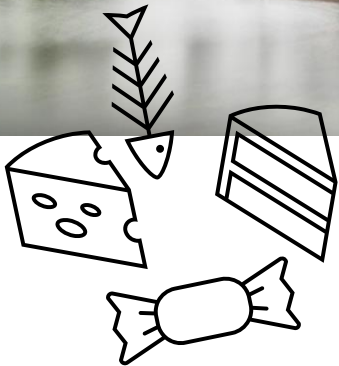
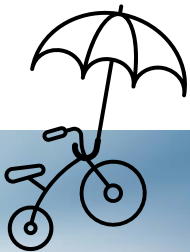


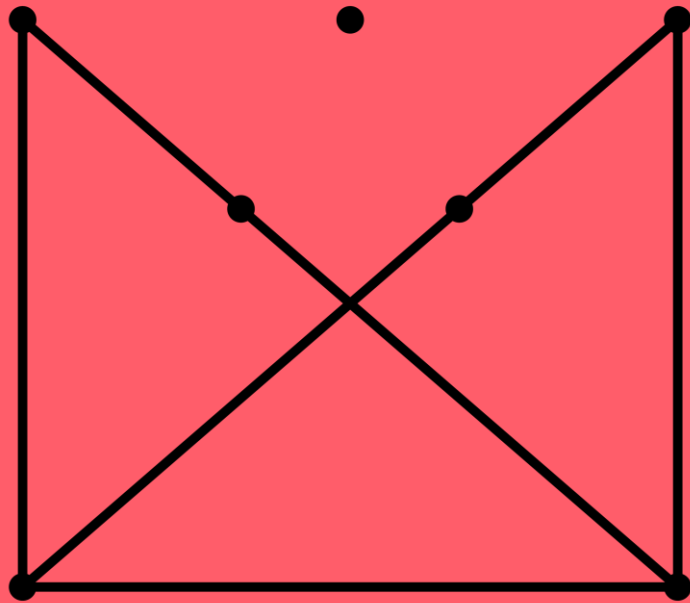
# Mobility at KC



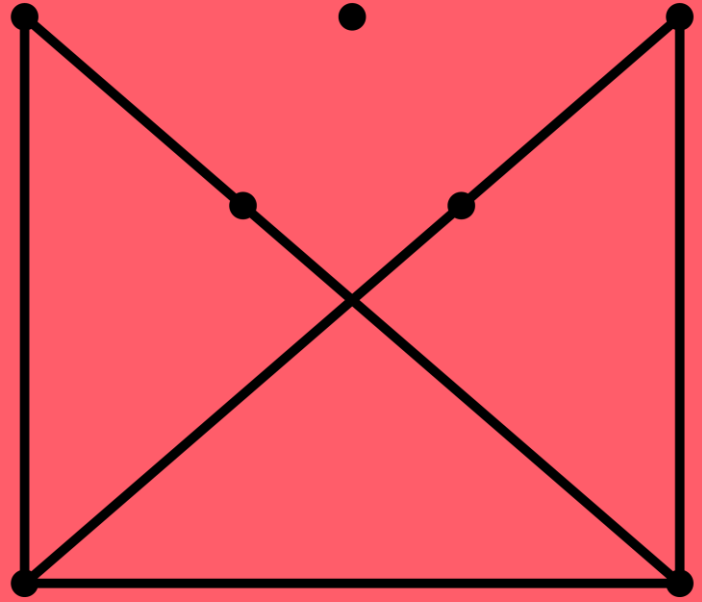
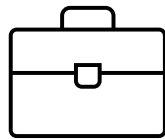
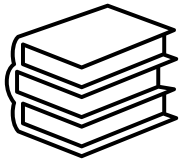
~~Welcome!~~  
~~And goodbye...~~





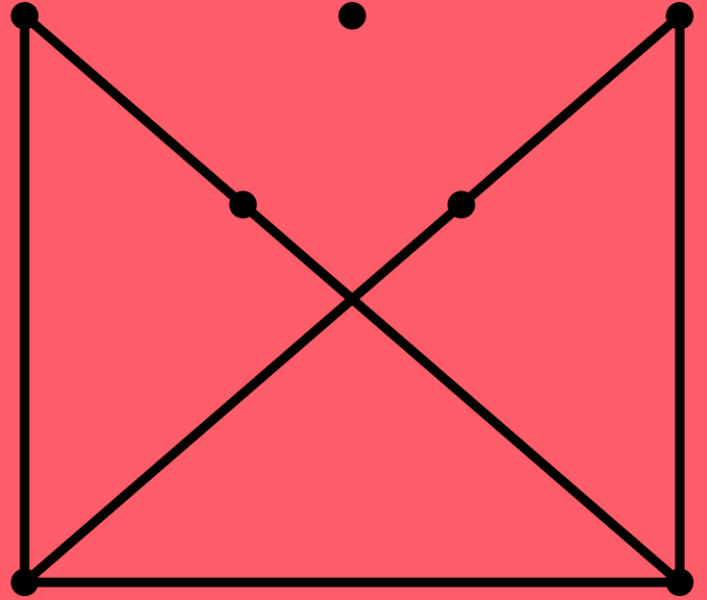


# How to make magic?



# What kind of magic?

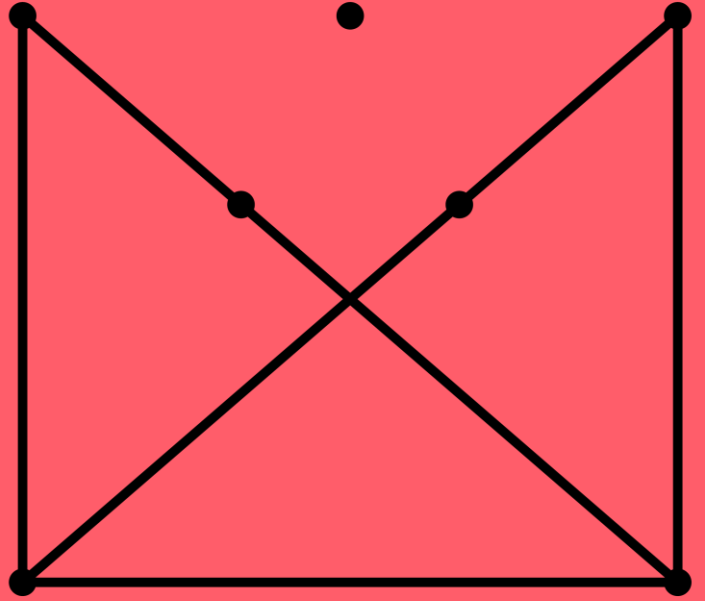
- Personal
- Academic
- Professional





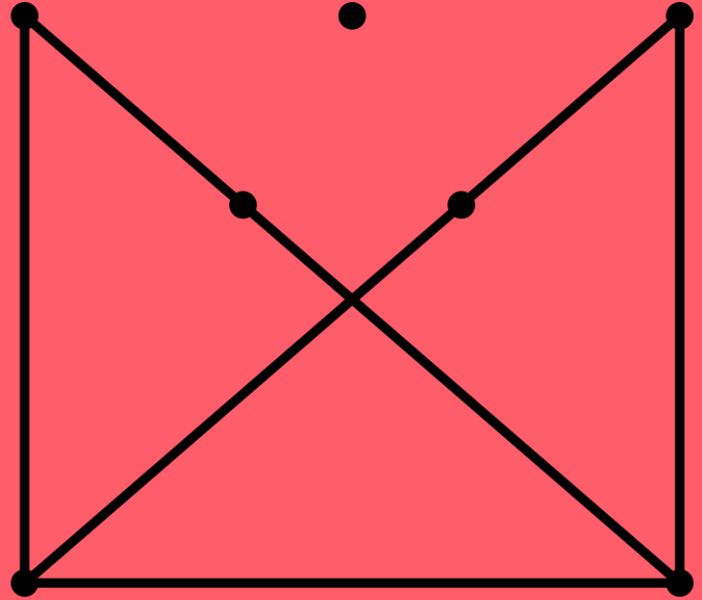
# What kind of magic?

- Professional

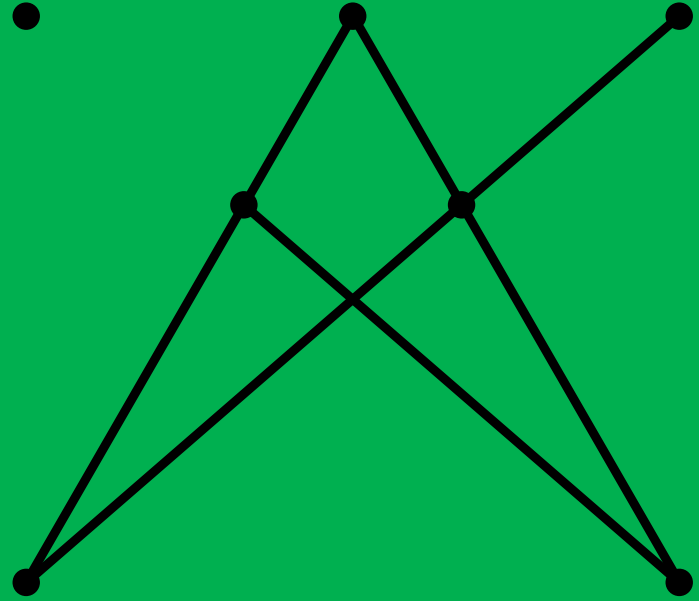


# Professional development

- Expand professional network
- Enrich CV's international character
- Practice entrepreneurial skills
- Receive job proposals

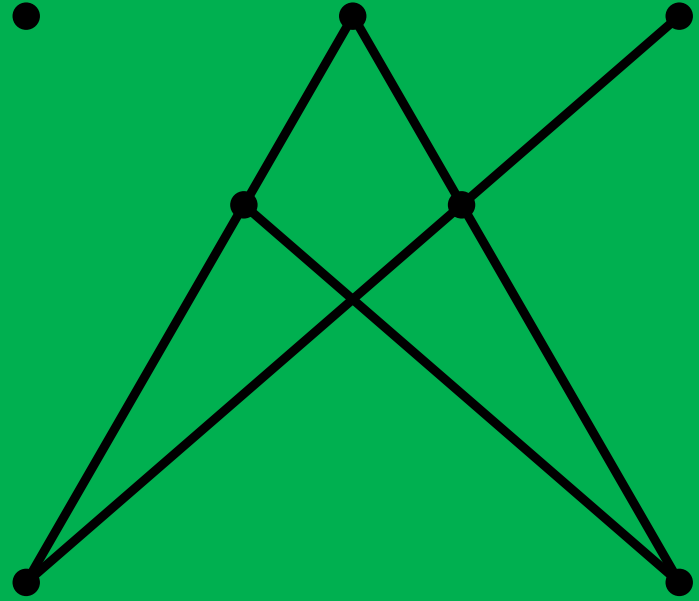


**How?**  
**Where?**  
**When?**  
**Who?**



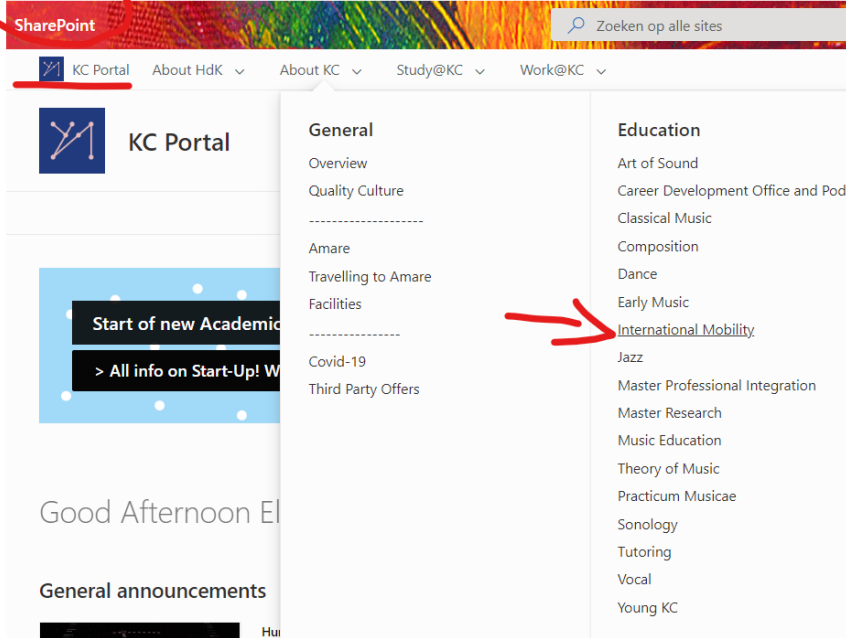
# How?

- Check the KC Portal



# How?

[koncon.nl/gointernational](https://koncon.nl/gointernational)



SharePoint

Zoeken op alle sites

KC Portal About HdK About KC Study@KC Work@KC

**KC Portal**

Start of new Academic  
> All info on Start-Up! W

Good Afternoon El

General announcements

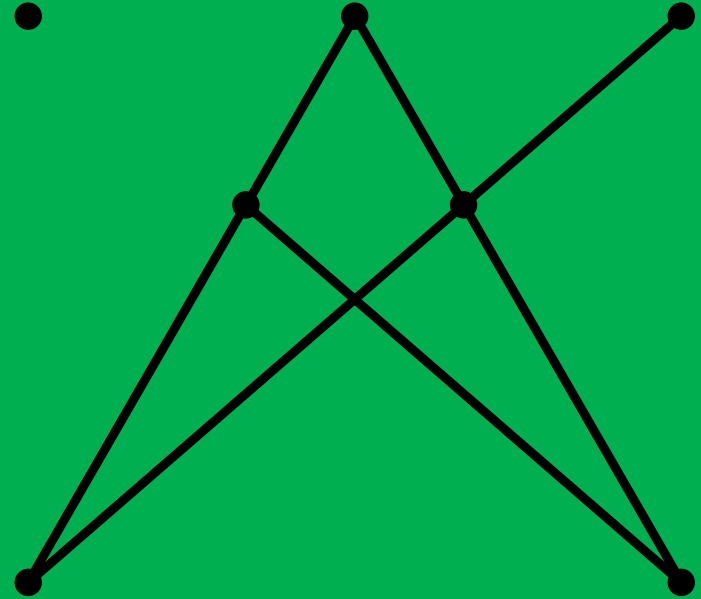
Hui

**General**

- Overview
- Quality Culture
- 
- Amare
- Travelling to Amare
- Facilities
- 
- Covid-19
- Third Party Offers

**Education**

- Art of Sound
- Career Development Office and Podi
- Classical Music
- Composition
- Dance
- Early Music
- International Mobility**
- Jazz
- Master Professional Integration
- Master Research
- Music Education
- Theory of Music
- Practicum Musicae
- Sonology
- Tutoring
- Vocal
- Young KC



# How?

SharePoint Zoeken op deze site

International Mobility Bewerken

+ Nieuw Verzenden naar Promoveren Details voor de pagina Insluitende lezer Analyse

+ Study abroad + Traineeship abroad + Scholarships

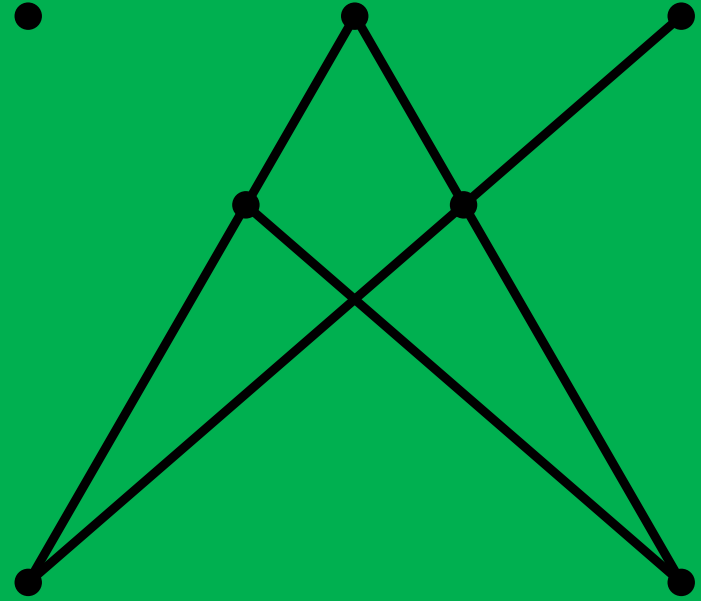
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### Documents for Outgoing Students

+ Nieuw Uploaden Bewerken in rasterweergave Synchroniseren Exporteren naar Excel

Naam

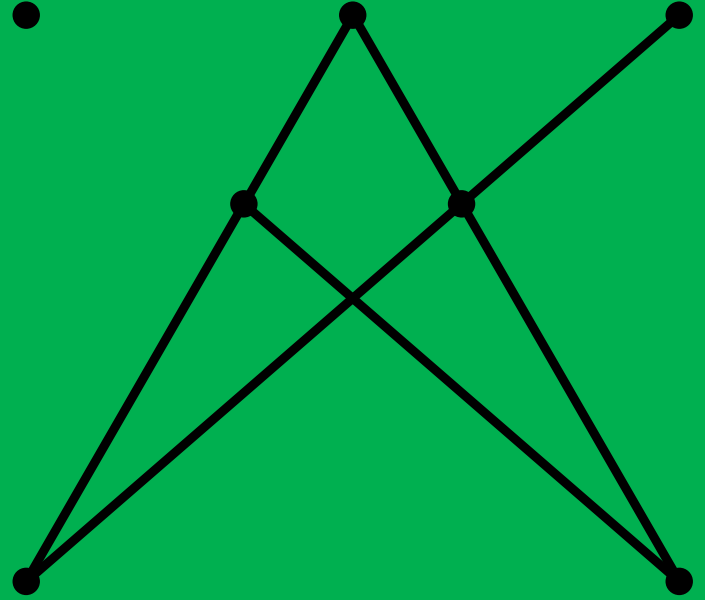
- Study Abroad - checklist and other documents
- Traineeship abroad - checklist and other documents
- Traineeship Vacancies**



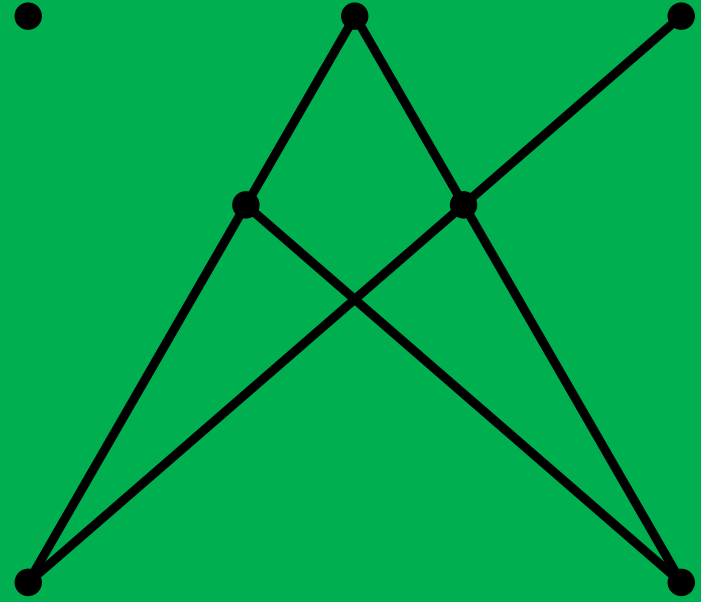


# How?

- Join preparation sessions
- Discuss options with department  
(academic path => EC's recognition upon return)
- Research what you like and where



# Where?



# Where?

21/22

Belgium

les ateliers claus



Germany



Italy



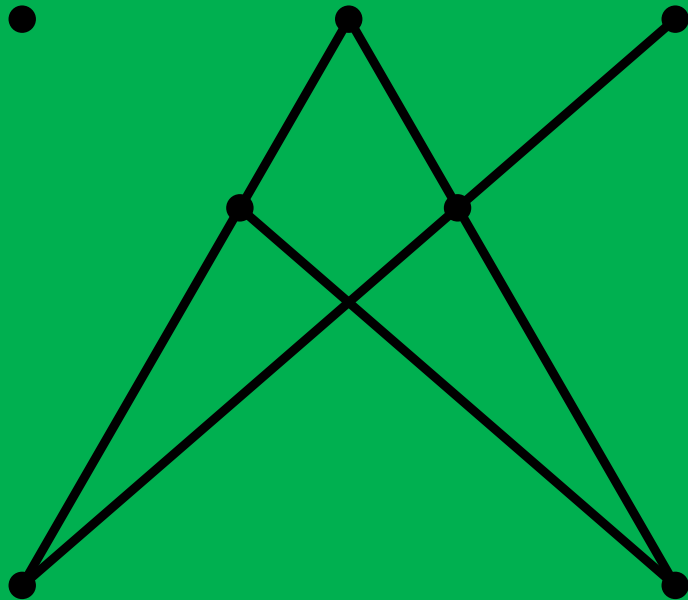
Greece



Latvia

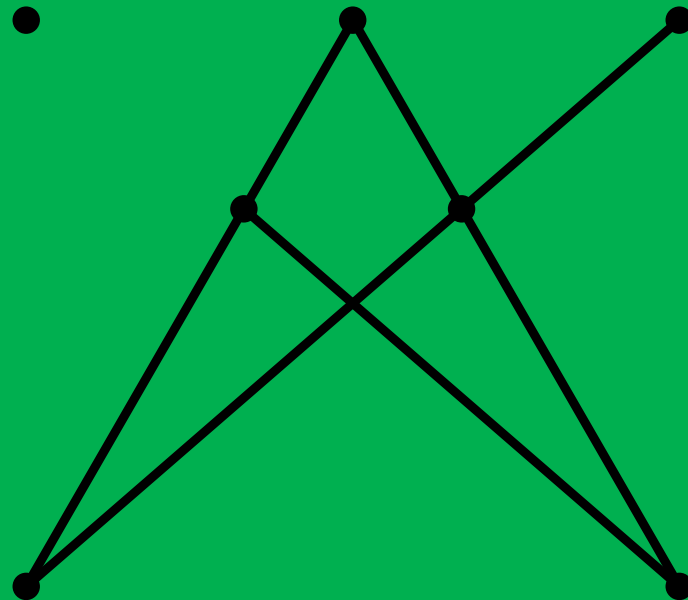
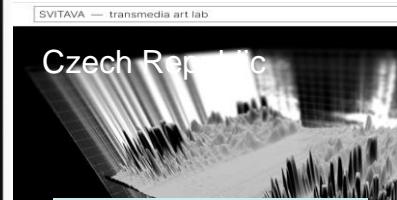
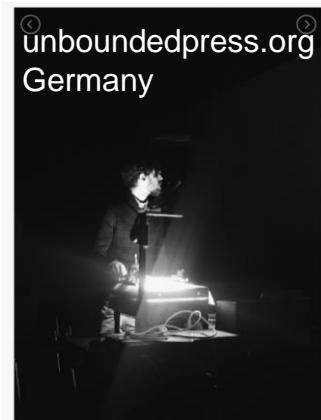


France



# Where?

22/23



# Where?

23/24

Budapest



Berlin

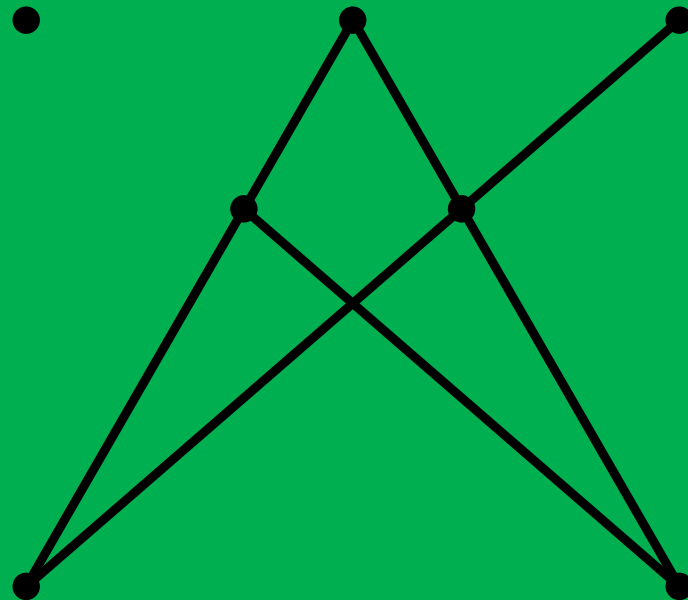


Bruxelles



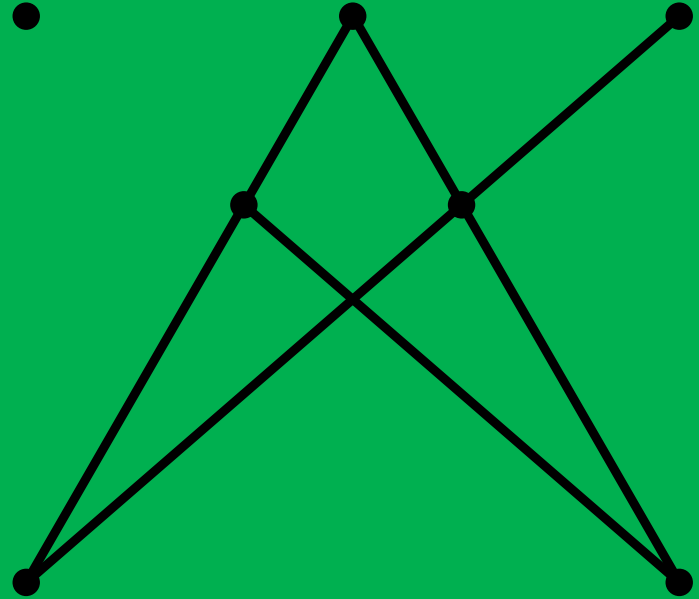
ALAMIRE  
FOUNDATION

Frosinone



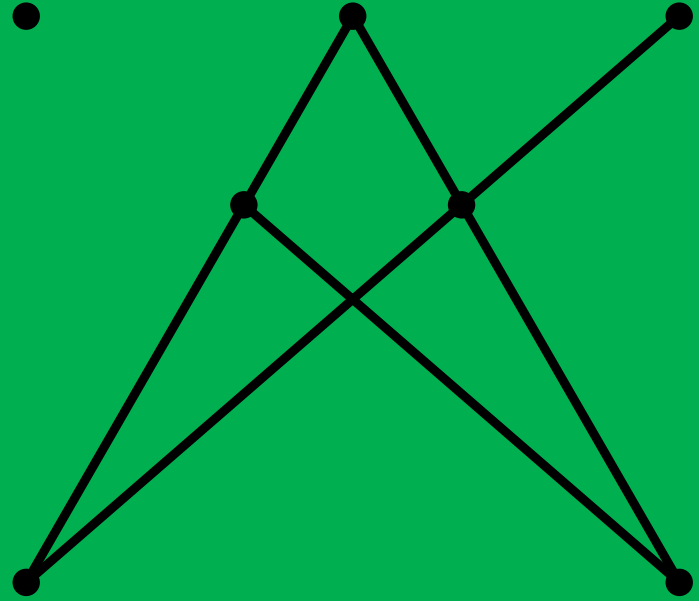
# When?

- Submit application **before KC's deadline** (31<sup>st</sup> March)
  - For Traineeships After Grad. => application same academic year as graduation => year after graduation



# Who?

- Can help?
  - IRC
  - Head department
  - Teachers
  - Own network at large  
(professional and personal)
  - Other students
  - ...



# Who?

- Testimonials
  - Live - during E+ organised sessions
  - Through Podcast International



Royal Conservatoire  
The Hague

[Student Mobility: Outgoing Students | Royal Conservatoire The Hague \(koncon.nl\)](https://www.koncon.nl)

Student Mobility: going abroad

<https://soundcloud.com/user-112145035/royal-conservatoire-podcast-international-episode-1>



A singer from Portugal - Podcast International Episode 1 by Royal Conservatoire The Hague  
soundcloud.com

<https://soundcloud.com/user-112145035/a-classical-flute-player-from-the-canary-island-podcast-international-episode-2>



## Testimonials



Podcast International  
- Ep.3 A Czech cellist  
from the Royal  
Conservatoire in  
Stockholm



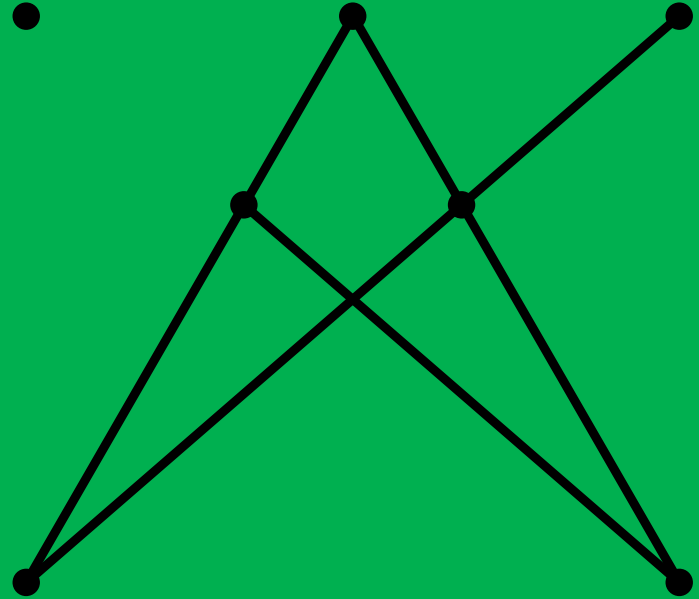
Podcast International  
- Ep.4 An Italian  
Sonologist working in  
Turin and Paris



Podcast International  
- Ep.5 An Italian Jazz  
guitar player studying  
with Erasmus back in  
Italy



Podcast International  
- Ep.6 An Icelandic  
classical trombone  
student in the UK after  
Brexit







## Testimonials



Podcast International  
- Ep.1 A singer from  
Portugal



Podcast International  
- Ep.2 A classical flute  
player from the  
Canary Island



Podcast International  
- Ep.7 Bonus episode –  
a chat between two  
incoming Erasmus  
students from the  
Iberic Peninsula



Podcast International  
- Ep.8 A classical  
saxophone player  
from MUK Vienna



Podcast International  
- Ep.9 A classical flute  
player from JAMU in  
Brno



Podcast International  
- Ep.10 - A classical  
bass trombone from  
Deltmond



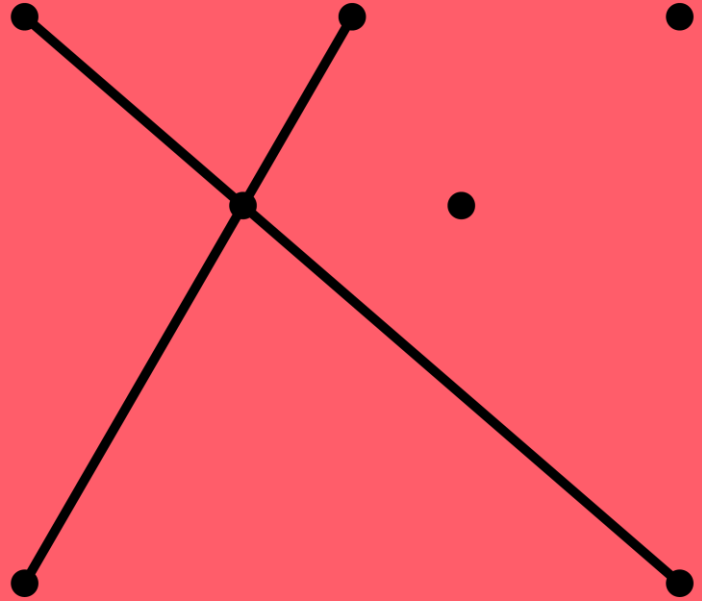
Podcast International  
- Ep.11 A early music  
trombone from  
Barcelona



Podcast International  
- Ep.12 A early music  
traverso student from  
JAMU in Brno

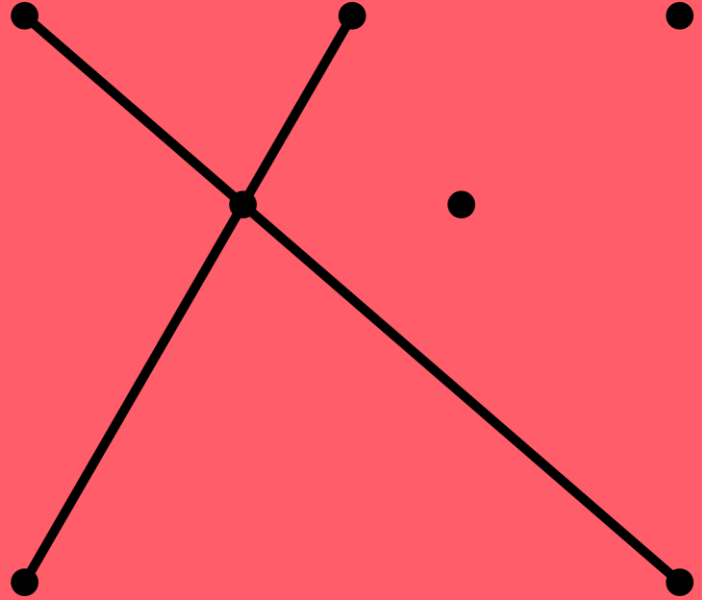
# Observations

- Great majority of students were recent graduates of Sonology and Italian
- Great majority of the dance students are Asian and go to Central Europe Dance Companies
- Half of all students went back to home countries and almost half of those were offered jobs
- Motivation to apply - varied from romantic partner @ the destination, to specific “company”/person to work for/with.



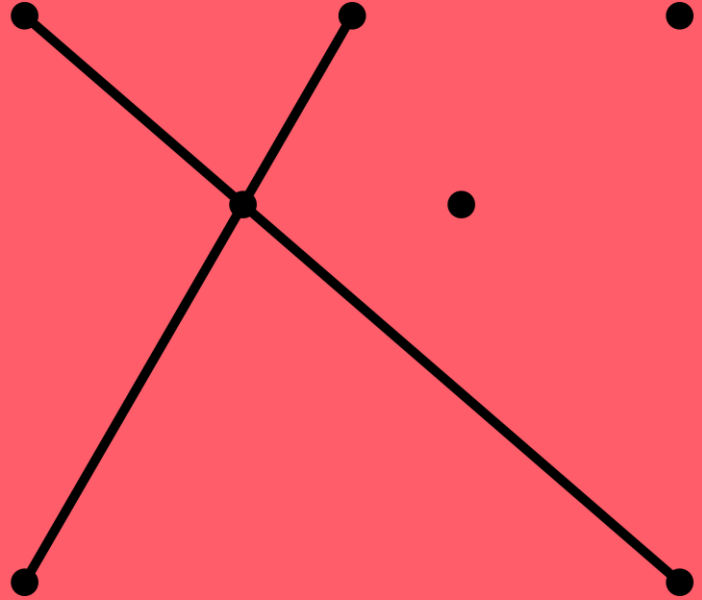
# Challenges

- Overwhelming – everywhere / anything
  - Networking / brainstorming
- Taking the first step to contact a “company” and devise and propose own services/skills
- Entrepreneurial exercise – not for all personalities – some are too shy
- Business skills and negotiation exercise
  - There is always some small coaching involved in the conversations with students
  - Turn a challenge into a learning opportunity – negotiation is part of the profession



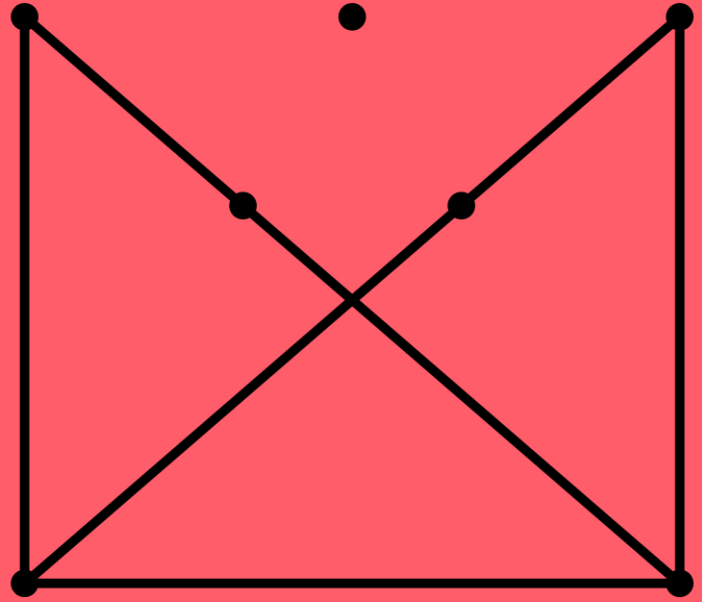
# Challenges

- Finding a good “company” that wants them
  - Many companies are a bit reticent about which are their obligations
- Reassure companies about E+'s rules
  - sometimes I need to intervene
- Erasmus requires a minimum of full time
  - What is the best HEI's choice?  
Complying with rules blindly or fostering an opportunity?
- Deadline - bad timing for dance students – grant reservation – flexibility
- Funds – we award 3 months max. – also if they go for 12



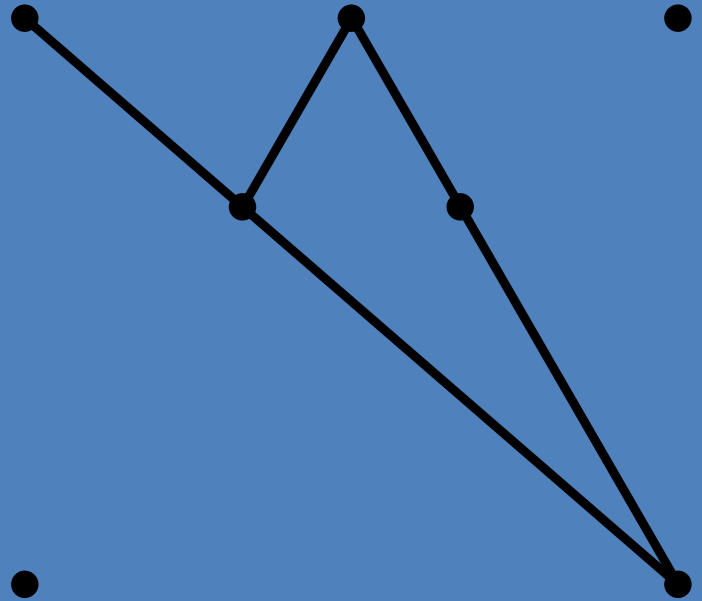
# Questions?

At the end 😊



# Thank you!

Elsa Ferreira  
IRC - KC



**Royal  
Conservatoire  
The Hague**