



Mapping mobility – pathways, institutions and structural effects of youth mobility in Europe

**Understanding and conceptualizing youth mobility. A perspective
of young people at the threshold to employment**

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What do we know about Youth mobility towards employment

- In migration research, youth migration is still at large overlooked (Tanyas 2012)

Young people connect their lives with mobility to another country at least once in their lives

- Especially during transition (from school, for instance) young people envision mobility in their lives and see mobility as part of their future planning in lives (Cuzzocrea and Mandich 2016)

Research on youth mobility towards employment: Employment mobility



- Employment focuses on
 - aspirations (van Mol)
 - motives (and their complexity) of young people in employment (Cairns, Growiec, and Smyth 2012)
 - experimentation (Parutis 2014)
 - wish to realise a life project during the transition to adulthood (Kennedy 2010).
- Thus mobility is a part of a broader aspiration for self-development and life choices (Krings at al. 2013)

Research on youth mobility towards employment : Higher education mobility



- **Self-motivation is** very important, as it is also one of the determinants affecting students' participation in a stay abroad (Bótas and Huisman 2014)
- Learning and improving foreign language skills (Van Mol and Timmerman 2014; Brandenburg 2014), especially English (Lulle and Buzinska 2017).
- Better learning opportunities(Lulle and Buzinska 2017)
- Escape limited access to national universities (Wilken and Dahlberg 2017; Pungas et al. 2015).
- Better employment opportunities after graduation (Bótas and Huisman 2014; Van Mol and Timmerman 2014; Brandenburg 2014)
- Escaping from a bad economic situation in the country of origin (Wilken and Dahlberg 2017)

Research on youth mobility towards employment : Vocational education and training mobility



- Reciprocal interconnection between the personal, societal, and academic components that enables successful transition” into the new country (Elliot, Reid, and Baumfield 2016, 2215).
- Individual benefits
 - improved language skills
 - cultural awareness
 - increased work performance (especially towards new tasks and situations)
 - exploration of new ways of living and working, as well as maturational effects (Brandsma & Bruin-Mosch, 2006; Doherty et al., 2010; EC 2011a;, Friedrich & Körbel, 2011; Rolfe, 2007).

Aim and foci

- Mobility of young people during the **transition** towards employment
- Methodological and empirical discussion of youth mobility at the threshold to employment
- Contribution to the field of youth mobility through the axis of different mobility types (comparative advantage)

Case selection and Methods

- 3 mobility case study
 - Higher educational mobility (Hungary-Luxembourg)
 - Vocational education and training mobility (Germany)
 - Employment mobility (Norway-Luxembourg)

- 75 narrative interviews
- 40 network maps

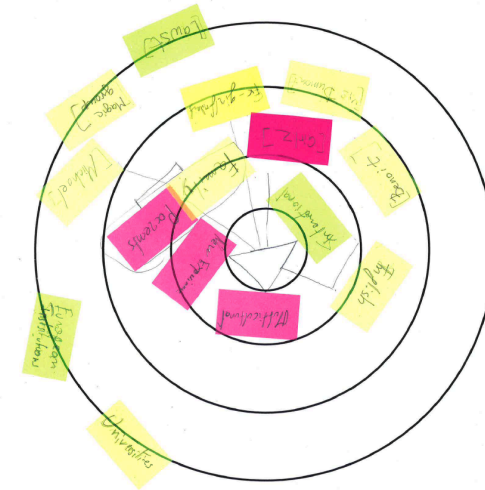
- Grounded theory approach

EMILYVOS THOMAS

1 I: we know each other. And just to establish a contact, I would like to briefly
 2 introduce myself: my name is Völska, I'm 33, I have been living in Luxembourg for
 3 4 years 0:00:18
 4 (T: hm)
 5 I: I work at the university as ... as a researcher. *amm, ja Beval*. I live in
 6 Luxembourg. And maybe I could ask you to introduce yourself.
 7 T: ok, my name is (Thomas), I'm Belgian, I am [26-29], I work as a [lawyer] at
 8 [company A] in Luxembourg, I have been in Luxembourg for a little bit more than
 9 a year. *Mmmm, aaaaad well*, I also spend some time, 6 months ahead, during that
 10 period, so I have been probably over period of 1-year only half time in
 11 Luxembourg. 0:01:11
 12 I: That's perfect. May be you could tell me how is that you are here at this place?
 13 T: a very good question (...). so, I studied [law], then I did an extra master in
 14 [international law]. And during my Master I was contacted by a couple of firms
 15 in Luxembourg, that were interested in my profile, so ... I got a couple of
 16 interviews, found out that Luxembourg was, during a lot of law,
 17 structuring from multi national, *aaaaad*, I accepted one of the offers they were
 18 proposing me. *Mmmm*, mostly I was attracted by this job because it was in English,
 19 that was different from home, where I would be working in French or in Dutch,
 20 so that what attracted me and also, may be international environment, of
 21 Luxembourg, when I visited a couple of times, it was pretty international. And
 22 there is also a *little bit* (*Pages 3x*) higher salary of what I would get in
 23 Belgium. (T: hm). So that's how I ended up in Luxembourg. Finished my studies,
 24 moved right after, had long studies, cause I finished my studies at [21-25], so I
 25 have only been working for 1 year. That's my first job. (I: OK) any other
 26 questions? 0:02:50
 27 I: May be you could tell me more, you have mentioned, you were contacted for a
 28 job? (T: ah) Could you explain it in more detail, how does it happen?
 29
 30
 31 T: ah, my impression is that Luxembourg is lacking workforce, and...
 32 Professional qualifications, so they are, at least in the sector I am working, the
 33 are intensively advertising and recruiting abroad people, so they actively seek
 34 to look for us to come to Luxembourg. That is what happened to us when I was
 35 in [city A] in [The Netherlands], that's what happened when I was in [Belgium],
 36 when I was studying at the [University in City A in Belgium], they also came,
 37 that much further when I was in [city A] in [The Netherlands], and they also came,
 38 I had firms, multinational, they were really interested in international profiles,
 39 that have studied [international law], because they were looking for employees, I
 40 think. Well, I know their problematic and recruiting people in Luxembourg,
 41 for those positions, so this is how I got contacted and how I got recruited. So I got
 42 a couple of interviews, travelled to Luxembourg, went to the interview, got 3
 43 offers, compared them, I chose the one I found the most interesting, the
 44 one I had a better feeling for. And then I finished my profile and moved in

EMILYVOS THOMAS

49 T: that was at the university, it was actually, we had a
 50 [law] student association, that was dedicat
 51 [law] was called... [*jaag*]... that's the name of the associ
 52 were organizing a lot of events, so, ah, we had, for exar
 53 was 2 days, Friday, organized in Luxembourg by a compa
 54 agreement with, so they actually provided us with a one
 55 day trip. We went to Luxembourg, we visited the compan
 56 workshops, had a nice evening in the city center, that's h
 57 recruit us and these were the kinds of events they were
 58 partnership with the student association. And another on
 59 kind of a job fair, that was organized by co-master, so the
 60 from my Master that got selected... for this fair, so it was
 61 you would think of, *ahhh*, where you are in a big workshop
 62 hundreds of companies, there it was very intimate, it was
 63 people, all day in a hotel, we had a workshop, in 5 or 6, th
 64 each of the companies all day, we had, *lets say* 1 hour wit
 65 hour with the other one, one hour with the third one, then
 66 drink, then we were having dinner, it was very funny bec
 67 with one company, and then the main course wit
 68 dessert with another one. And you could really talk freely
 69 the directors or whoever was there HR people. And that's
 70 were advertising their company and trying to... Make yo
 71 company, send the CV. We had to give them our CV before
 72
 73 I: and they invited you to those events already based on t
 74 T: ah, based on CV, we had to send our CV and letter of
 75 fair, *eahhah*, this might be a bit... *how* would you say... (o
 76 pretensions, I had quite a reputation when I was studying
 77 higher grade, in Holland apparently it is not very commo
 78 10, and I had couple of 10, and this, you know, it spread
 79 were actually quite happy I was applying for this job fair. That was funny, like
 80 the people from the student association I am talking about, cause I got along
 81 pretty well with them, they were Dutch people (says very quietly), and him, so
 82 that's what, that's how, I got selected. Also we were not that many in my Master,
 83 we were 35-40 people, I would say half of them. Probably from my master, and
 84 the people that were in that job fair, I would say, around 12 to 14 people at
 85 actually right now in Luxembourg. So... they really hired, I would say, nearly half
 86 of the people who were in my Master. So, it's quite substantial. And then to finish,
 87 we were in this thing, they had my CV, one after the other they contacted me for
 88 interviews, they asked me if I was interested, I said yes, they were proposing
 89 different departments, so I could choose which one I wanted, and then, they
 90 were really, really, showing interest in my profile in trying to get me in
 91 Luxembourg, I actually never looked before into a job offer, I had never looked
 92 for a job, in my life. Ah, I had heard that this job, of course I had a look at



Overlapping youth concepts: NEW EXPERIENCES

- Enriching life experience
- *I wanted to live alone, experiment something new. So if I hadn't chosen [company A in Luxembourg], sure will, surely, I'd go to [city B in Italy] (emLUy09, min.00:09:47)*
- Experiencing new things
- *It is a proper time to go abroad when you are young. If you want to do it when you kind of settled, ya. Think that you do not have a family responsibility or you do not have like a full time job, you are still wondering who you are, you are trying to take your position in the society, and you also like young, like biologically young.... And you do not care because you have nothing backwards that is going to be damaged because of your decisions. That changes when you have a family, if you have kids you cannot just say now I want go to Kenya for one year or I am going to Asia. They can be harm because of your decisions. That is conditioning your decisions. That is why I think that is the best time to do it (emNOy08, 01:05:20-01:07:16)*

Overlapping youth concepts: LEARNING, LANGUAGES

- Learning languages, English (even in the non native speaking environment)

I uhm (.) am not an English-freak, I'll admit honestly, I mean that was the point of the whole thing, that I like uh improve my English and (laughs) then I got there, and then there was the one daughter (.) she then picked me up, and (.) the first thing, that I always said was: "Yes. Yes." And it usually kept going like that for the whole day (vcDEy16 paragraph 121)

Overlapping youth concepts: SELF DEVELOPMENT



- Self development
- *I thought it would be a development for me in many aspects, language learning, learning, life experience, and it was the first time when I lived alone. I have been thinking about it during the time at the university, and by now I managed to decide it (heHUy03, l. 7-12)*
- Self change
- *I feel that I have become more confident in myself. Uhm, you know, it's both my first time staying abroad for an undefined period, but this is also my first job after I finished university. So in both ways you know, it's been very rich experience. I mean I, I'm a much more, much more confident in it now than when I started for example (emNOy05, l.345-349)*

Overlapping youth concepts: AUTONOMY



- Autonomy

No there are like ehm ... Like place, like eh, stupid stuff, receiving your first IKEA catalogue, in your own apartment, having an IKEA around, which is stupid, I know, Just the, those little things, that make you feel closer and more comfortable (emLUy12, min. 00:42:19)

SPECIFIC youth concepts: HIGHER EDUCATION Move

MOBILITY



- Stepping over the fixed boundaries
- Broadening horizons
- Realisation of the current situation
- Securitisation as a “collective” strategy towards mobility

Yes, and there was also a friend, who had already studied [subject 1] also [subject 2]. She was already there and I lived with her, she was also Luxembourgish. By the way, I wouldn't FOR SURE have gone alone to [town A, Belgium].”22 (heLUy05, l. 922-926, credit mobility)

- Materialisation of mobility – going for distance

ehm ..yes it was, natural after the secondary school ... eh ... to go into the freedom ((laugh)), study, study life and ...yes ... to go to another city and there ... collect experience and yes ... Yes, like that. Freedom as well and ... eh ...to cope on my own eh ... must stand on my own feet. It was the idea behind it.”169 (heLUy12, l. 81 – 88, credit mobility)

Ehm, the distance from home ... mh it played also a role, because I did not want to go to Trier [German city close to Luxembourgish border], because .. yes, it was not the goal to come back home every weekend and from [Town A, Austria – place of study] it is quite difficult to come back home every weekend. And it is also more difficult for the parents to come each time I think it is important.”170 (heLUy09: 276 – 280, degree mobility)

SPECIFIC youth concepts: VOCATIONAL EDUCATION AND TRAINING MOBILITY



- Acculturational mobility (also in the the professional context)

That, I have to say, was actually relatively (.) quiet, I mean in contrast to here it was kind/ relaxed, I'd say, I mean here it tends to be a bit more stressful, when this still has to be done, then it just has to be done today; over there, I mean at least I had the impression, much more relaxed. So what isn't to be today, that will just be tomorrow. Yes, so (.) that (.) they are much more relaxed when it comes to work. (I: Okay) That's what I (.) just perceived (.) for Myself." (vcDEy06)

- Mobility as something between holidays and work

we also did stuff on the weekends, I mean we (.) weren't just at home on the weekends, we like also did stuff together on the weekends. We also did stuff on our own, looked at the city on our own, where we were; yes." (vcDEy13)

- VET mobility as a tool to experimenting in life
- Structural mobility (institutional actors)

SPECIFIC youth concepts: EMPLOYMENT MOBILITY



- Real life

well .. I, I think I had it in my mind already (what to do next). I don't know,, not so much to coming to, to Luxembourg,, because I was already working. I worked during my whole university and now it's time to get experience, I needed to go, straight after the university to, .. really a job related to, with my specialisation, so I was working at [law firm], I was working in the legal department of my university and eh, I was doing some other work placements here and there, but once I finish, go straight to work. That was my plan, so. Once I finish, I, I was happy, you know that's the first thing, I, I couldn't believe I'm finished, ... I can't believe I finished, and .. I have a law degree. Start applying for job, but obviously, you don't know how the reality is until you finish and you start getting the rejection from everywhere.” (emLUy11, min. 00:04:48).

- Real money

I made the decision for him (laughs) I said, okay, now it's the time to earn some money (laughs).” (emLUy05, min. 00:15:18)

- Emancipation

I actually did not expect to survive that long alone, but so far, I am doing well, I am alive, I did not lose weight so it is nice (laughter) yes so far I think I will stay... I moved. I emancipated 3000 kilometer from my parents place. It is quite a big job. It makes me proud of myself; I actually could achieved that on my own. Therefore, for me it was a big experiment, I wanted to do that, I could do it, I did, and I have succeeded at some point. (emNOy14, min 01:05:59)

- Responsabilisation

I locked myself out and I have eh two sets of key, but eh, I had eh given it to a friend who lives in [city A in Germany], and eh, was off somewhere, so it was impossible to get my second key, so, .. I had to find someone to .. to open the house for me .. and eh, so I, I called and he came after 30 minutes and eh, I paid 150, and then I felt like an adult.” (emLUy12, min. 00:40:54)

Conclusions

General mobility

- **New languages**
- **New experiences**
- **Learning languages**
- **Self development**
- **Autonomy**

HE mobility	VET Mobility	EM Mobility
<p>Broadening horizons Realisation of the current situation</p> <ul style="list-style-type: none"> • Securitisation • Materialisation of mobility (distance <p>And/But: Semi structural mobility</p>	<p>Acculturational mobility Mobility as something between holidays and work as a tool to experimenting in life</p> <p>But: structural mobility</p>	<p>Real life, money Responsabilisation</p> <p>And: non structural mobility</p>
<p>Expanding boundaries of life Stepping into bigger environment</p>	<p>Experiencing/testing real mobility, tacticle mobility</p>	<p>Executing, or <u>experimenting adult emancipation through real life</u></p>