

Report Erasmus+ internship

During my summer break, I did an internship with Erasmus+ for three months in Poland at WiPjobs, a recruitment agency. When I first decided that I want to do an internship in another country and began looking into the Erasmus+ grant, I started looking at job offers on the Erasmus job board. I applied for a few jobs in different countries in Europe and ended up with a Polish company in Katowice. Currently, I am doing my master's degree in management with a specialization in HR so, if possible, I wanted an internship that was already in that field. During those three months, I gained so much practical experience in recruitment. The first three weeks of the internship were intense training where I learned about the company, other internal things, all their partners and we also had roleplays for the interviews to practice how to interview candidates. Everyone was super welcoming at the company and integrating there went very smoothly. From day one on, all the members of the team immediately took me and the three other interns that started at the same time under their wings. With the help of my supervisor and the other team members, I adapted very quickly, and already after the first month, I was conducting interviews with candidates by myself. The internship really helped me improve my communication, analytical and adaptivity skills. My daily tasks included taking care of my candidates that are already in process, handling or forwarding all the candidates that applied via the website, screening CVs and sourcing and conducting interviews with new candidates. Each day was full of new learning experiences. For example, having difficult interviews was very hard at the beginning of the internship but with all the practice I was able to handle such interviews a lot better towards the end of my time at the company. Additionally, every Friday we had a team-building meeting for two hours where we always did some activities aimed at improving ourselves both in life and at work. The other team members were all from different countries which made those activities fun as everyone had different approaches to doing something. Sometimes at work, those different approaches to doing stuff caused some misunderstandings. The company already did a very good job at minimising those problems for example with set up Trello lists where you can check and see all the steps for a task or also set up workflows for tasks and detailed steps for doing a task. I think these meetings on Friday were also a very good way to check the current state of the team and keep the motivation level high. It was not my first job where the company language was English, so the language aspect wasn't too new. As almost everyone had a different first language and also came from a different culture, I learned a lot from them, and I can now definitely better understand and appreciate other cultures. To sum up my Erasmus+ experience with this internship, it was a very nice summer where I got to learn and experience a lot of new things. This experience helped me feel more confident at work and I can now definitely see myself working in this field in the future.