

MIGRATION PATHWAYS

High Opportunity for Mediterranean Executives Recruitment (HOMERe)

Overview

HOMERe aimed to increase the mobility of students and recent graduates from Egypt, Morocco, Lebanon, and Tunisia by offering internship opportunities at companies based in France and operating in the target countries. HOMERe internships lasted for an average of six months and were intended to be structured with pre-determined tasks and responsibilities. The most innovative aspect of the project was that participating companies had to consider employment opportunities in the intern's country of origin after completion of the internship.

Why was it started?

The skills gap is a major obstacle to business operations and growth in the Middle East and North Africa. Although enrollment in higher education is high, almost a third of employers consider the skills shortage to be constraint to hiring. This matchmaking platform connected companies and young talent, strengthening linkages between business and universities and supporting youth employment.

Countries all around the world utilize migration pathways to train and bring over workers with needed skills. The CGD Migration Pathways database documents these pathways to promote innovation in this space. To explore the database, visit GSP.cgdev.org.



Country of Destination
**MAINLY FRANCE, BUT ALSO
MOROCCO AND OTHER
COUNTRIES**

Country of Origin
**NINE EURO-MEDITERRANEAN
COUNTRIES (ALGERIA, EGYPT,
FRANCE, GREECE, ITALY,
LEBANON, SPAIN, MOROCCO,
AND TUNISIA)**

Skill
**INFORMATION AND
COMMUNICATIONS
TECHNOLOGY (ICT), THE
BLUE ECONOMY, TOURISM,
CLIMATE, ENERGY,
ENTREPRENEURSHIP, AND
ADMINISTRATION**  

Skill Level
HIGH

Timeline
MAY 2019–SEPTEMBER 2020

Beneficiaries
250

How does it work?

The program selected candidates through a rigorous process. Employers then decided which candidates to engage. Working with the national authorities, HOMERe provided logistical support and help with the legal formalities associated with the internships. It also ensured that host companies mentored every intern and provided a monthly allowance. The project considered only internship offers with prospects of recruitment in the partner country, for assignments of up to six months.

What impact has it had?

It is too early to evaluate the impact of the second phase of the program. Under the pilot phase, implemented in 2015–19, more than 500 participants—about half of them women—completed internships within the Euro-Mediterranean area.

Further readings

For program descriptions and evaluations, see the websites of [HOMERe](#), the [EU Mobility Partnership Facility](#), and the [Union for the Mediterranean](#).



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