



Vividus
INTERNATIONAL

Who are we?



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Vividus gGmbH is an educational institution dedicated to enhancing the participation of people in the labour market and supporting them to establish or increase their employability.

Vividus International established in 2015 and has coordinated work placements and job shadowing for over 1,100 VET learners, students, school graduates, and professionals in the areas of tourism, health care, education, business administration, IT and engineering among others in more than 20 countries worldwide.

As part of our internationalization strategy, we have been expanding our network beyond the European borders since 2021 and have established stable and successful partnerships with local actors and companies from different sectors, where participants have got valuable professional experience, expanded their intercultural skills, and prepared for the culturally diverse realities of the present and the future. In return, companies have profited from the cultural exchange and the knowledge transfer.



Why hosting an intern?

Welcoming interns from Germany, Austria, and Switzerland is a great way to bring fresh energy and international perspectives into your team. Every year, thousands of young professionals from the German-speaking world go abroad to gain hands-on experience, strengthen their language skills, and explore different work cultures. They're curious, motivated, and eager to learn—often with a strong academic background and practical mindset. By hosting them, your company not only supports the next generation of talent but also benefits from new ideas, cultural exchange, and valuable insights from outside your usual perspective.

In a nutshell, this is why hosting an intern is an excellent idea:

- **Fresh perspectives & ideas:** Interns bring creativity and innovative thinking that can enhance guest experiences and streamline processes.
- **Flexible support during peak times:** Extra hands help teams stay efficient and provide top-notch service, even during busy seasons.
- **Cultural enrichment:** International interns add diversity to your team, helping staff connect more authentically with global travelers.
- **Leadership development for staff:** Mentoring interns sharpens your team's coaching and management skills.
- **Boosted employer reputation:** Hosting interns positions your hotel as a forward-thinking, people-first workplace that invests in new talent.

What are the requirements?

Duration: the host company decides on the minimum and maximum possible duration and the working hours.

Start: our participants apply all year long, so the hosting institutions define start times and also closing/resting periods.

Applicant's Profile: university students, vocational trainees, school graduates, active population looking to relocate, professionals looking for new input abroad (job shadowing)

Requirements for the hosting company:

- Mentor within the company
- Certificate upon completion
- Max. 40 hour/week

Required Documentation*:

- Internship description: address, mentor details, tasks, working times, dress code, and any other relevant information/requirements
- Learning agreement
- Certificate of completion

Other details:

- Participants are fully insured (accident, health and personal liability insurance).
- Vividus International assists participants with administrative procedures pre-arrival and supports them throughout their stay.
- The host company defines whether the placement shall be remunerated or not and, if so, in what form.

* All documents will be prepared and processed by Vividus International



The process



Candidate applies to Vividus International

- counselling, evaluation and assessment
- preparation of application documents
- matching with suitable host companies

Vividus International applies to host company

- CV, motivation letter and other relevant documentation to host company
- online interview if requested by host company
- acceptance or rejection by host company and applicant

Placement planning

- preparation and signing of learning agreement between participant and host company
- accommodation, insurance (health, accident and liability), travel arrangements, etc.
- Preparation meeting hosted by Vividus International

Placement

- arrival at host company
- acquaintance with colleagues, processes and tasks
- interim evaluations with mentor at host company if needed
- support by Vividus International if needed

End of placement

- control, signature and handing over of certificate of completion
- final evaluation with participant
- evaluation meeting between Vividus International and participant

Ready to start our collaboration?

Please contact María San José Sánchez
(m.sanjose.sanchez@vididus-international.com) to discuss
further details and get the ball rolling!

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