

# The benefits of the V.I.E. program in the Nordics

The French International Trainee Program

# 1. What is the V.I.E. program about and who can benefit from it?

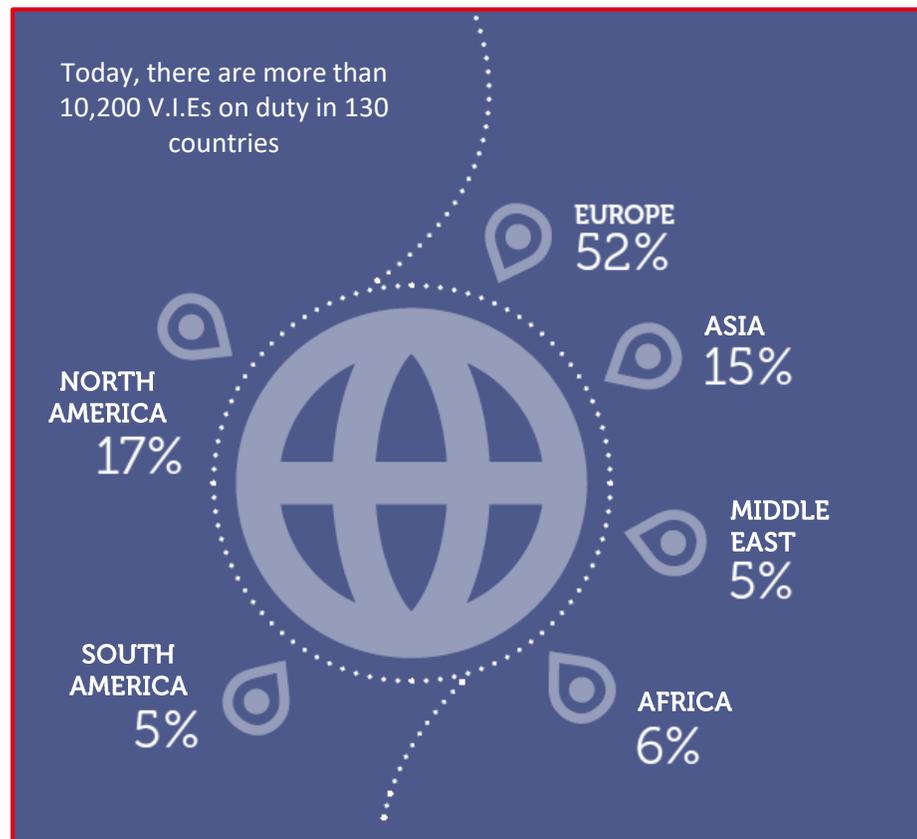


- ▼ The V.I.E. program allows **companies based in France for more than 1 year** to send young Europeans on a working assignment abroad for a period varying **between 6 and 24 months**, renewable once, to match companies specific needs.
- ▼ The V.I.E. program is managed by Business France (equivalent of Business Sweden) and enjoys a public status within a protective framework.

- E.U. citizens (including Iceland, Liechtenstein, Monaco and Norway)
- Between 18 – 28 years old
- All level of education

# Key figures about the V.I.E. program

- ▼ **95% of companies using the V.I.E. are satisfied\***
- ▼ **75% of users pursuing business development goals saw their business flow increase\***
- ▼ All together, the **Nordic countries are the 12th destination in number of V.I.Es** (ahead of Australia, Brazil, India, South Africa, the Netherlands...)



**DENMARK** 

37 V.I.Es in 24 companies

**FINLAND** 

17 V.I.Es in 8 companies

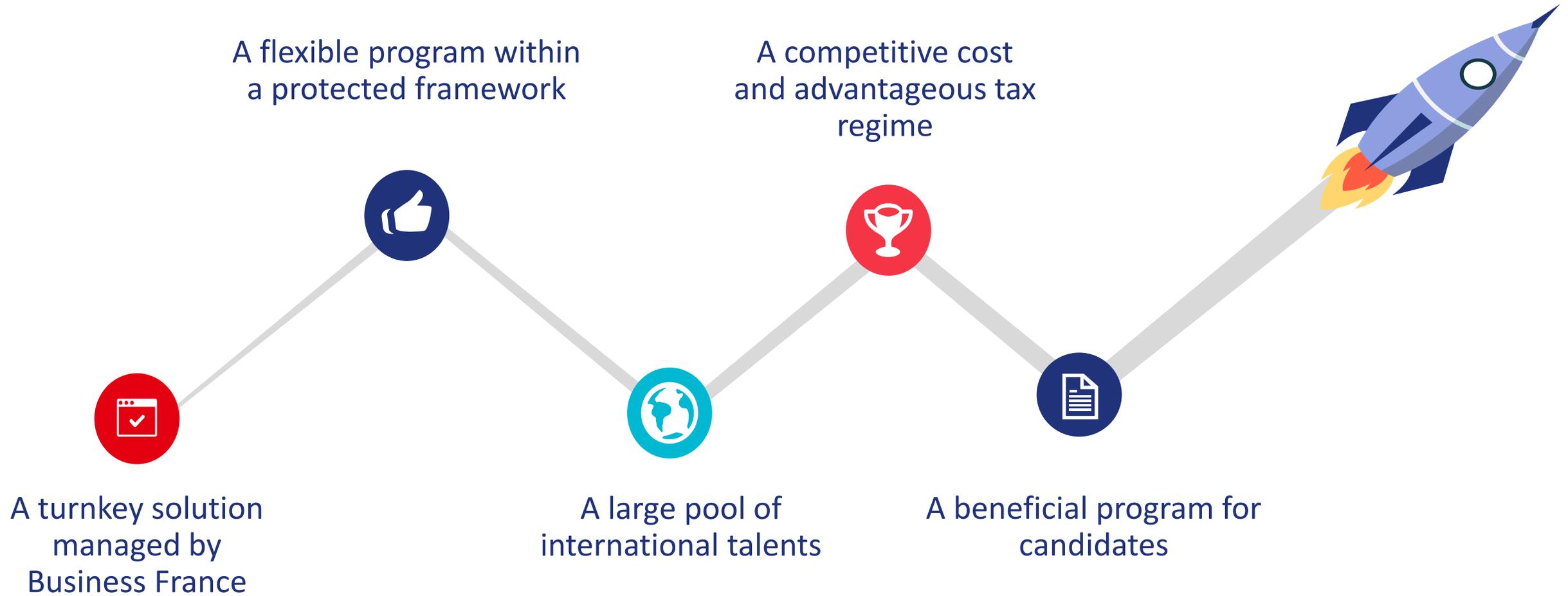
**NORWAY** 

20 V.I.Es in 15 companies

**SWEDEN** 

115 V.I.Es in 55 companies

\* Source IPSOS, 2018



# A turnkey solution

- ▼ A team of 60 dedicated professionals at Business France
- ▼ Administrative and legal issues managed by Business France throughout the duration of the mission
- ▼ Your company is relieved of most of the HR related issues (contract, payroll, insurance...)
- ▼ All administrative paperwork is online on your E-VIE customer account



## COMPANY

Request to set up a V.I.E.



## BUSINESS FRANCE

Manage administrative and legal issues for your V.I.E.



## CANDIDATE

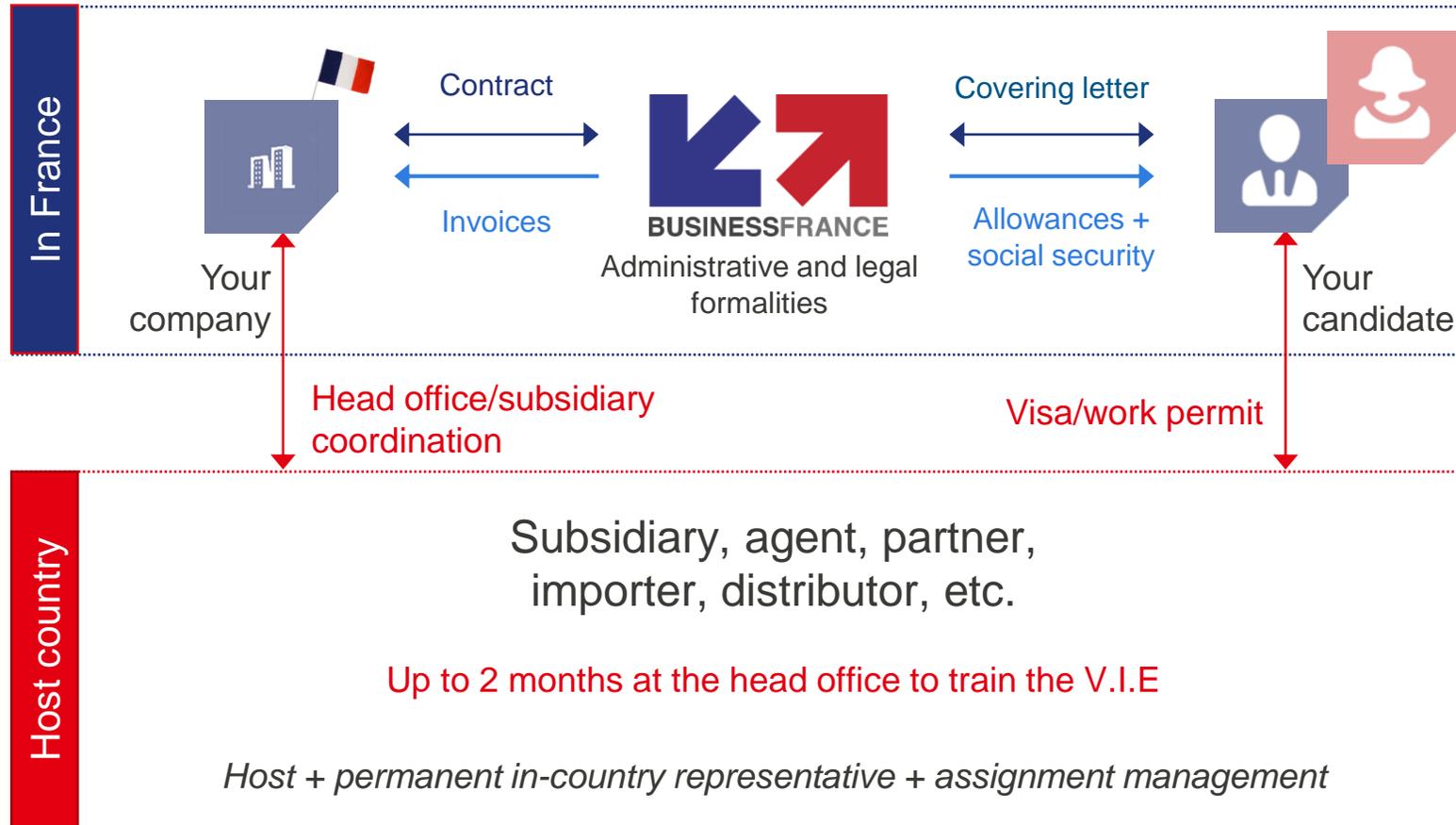
Fulfilment of its mission

# A flexible program in a protected frame

- ▼ Flexible duration of **6 to 24 months**, renewable once within the limit of 24 months.
- ▼ Possibility to spend 10 days / month outside the country of assignment
- ▼ Time spent at the head office: up to 2 months for training
- ▼ The V.I.E. program is managed by Business France (equivalent of Business Sweden) and enjoys a **public status within a protective framework**.

- Regional V.I.E. can be extended up to 8 countries
- Host structure other than a subsidiary: agent, partner, customer...
- All types of missions: Sales, Production, Financial, HR, IT, Marketing, Logistics, ...

# V.I.E concept map



# You need to recruit talents? 3 options:

1

Share your job  
offer on  
**Civiweb.com**

(400.000 visits/month)

2

Use the CV  
database of  
**50.000**  
**candidates**

3

Ask our V.I.E.  
support service to  
help you find the  
right profile

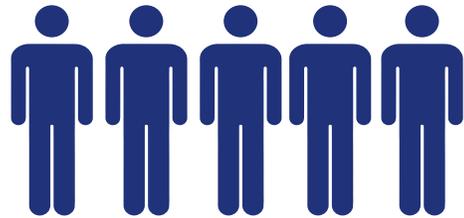
- **92%** of companies consider the V.I.E. program as a recruitment pool\*.
- **92%** of V.I.Es have a job one year after their mission (including 35% in a management position)\*.
- **85%** of the V.I.Es have an engineer or business school degree (BAC + 5 above).

\* Source : Ipsos and CSA studies 2016

# Profile of a V.I.E

More than **40 000** motivated candidates seeking work abroad

**58%**



AGED 25  
AND 28

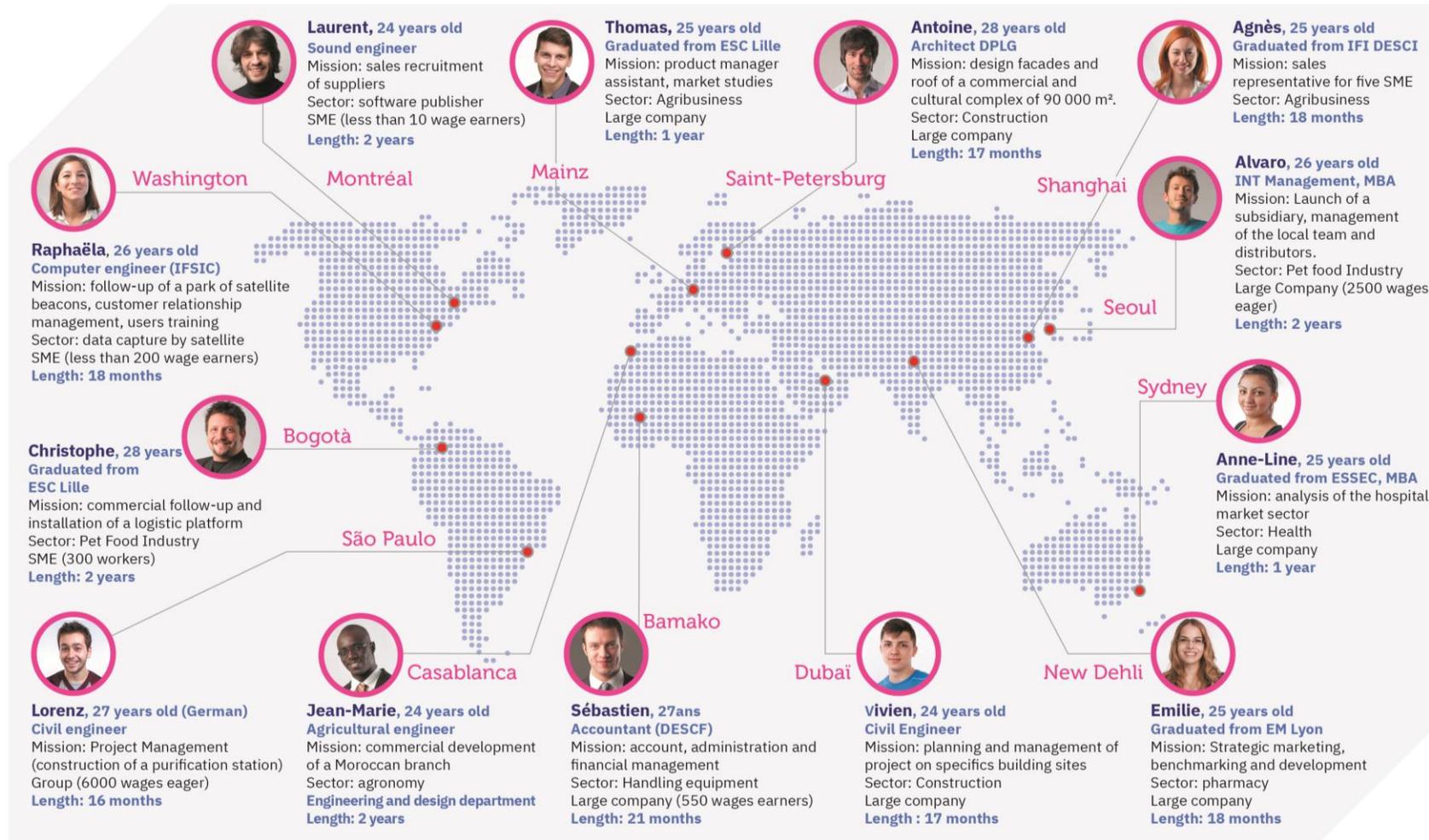
with professional experience

**80%** have more than 5 years of study  
in higher educational level



Nearly half are graduates from  
an Engineering or Business  
School

# Different types of assignments



# Costs covered by the company

Allowance of the  
V.I.E.  
(1 fixed part & 1  
variable part  
related the country  
of assignment)

Health coverage\*,  
repatriation  
assistance  
& Administration  
fee

Travel expenses  
(round trip)  
& Luggage  
transport  
(150 kg round trip)

Operational expenditure: travel, visa, accommodation (depending on  
the country)

\* Social coverage for V.I.Es and their dependents

# Cost of a V.I.E. in the Nordics\*

**Denmark** 

€32,104 per year

**Finland** 

€33,748 per year

**Norway** 

€31,748 per year

**Sweden** 

€29,405 per year

*\*Based on a company with a turnover >200 M€ for a 12 months' mission.  
Rate calculated on November 2019*

# A favorable tax regime

- ▼ Exemption for the company from any direct contractual relationship with the volunteer and from all social charges.
- ▼ Deduction of the allowances of your volunteers from the result of the French company: cf. Official Gazette of Taxes 4 C-4-10 No. 67 of July 13, 2010.
- ▼ V.I.E. is not taken into account in the labor force of the company.
- ▼ Integration of your V.I.E. into your additional "apprenticeship" quota related to the calculation of the apprenticeship tax.

# Benefits for candidates

## ▼ A regulated public status:

- **Social and repatriation insurance** for the V.I.E. and its dependents.
- Duration of the mission **validated for retirement** and old-age insurance.
- **Administrative tutorship** of Business France during the mission.
- **2,5 paid vacation days** per month of assignment.

- Allowance is exempt from income tax in France
- A sprinboard to employment  
A great international working experience praised by recruiters

## 2. How to set up a V.I.E. in the Nordics?



# Carry out everything online on E-VIE

## PREPARE the project

- Estimate your budget
- Search un CV
- Submit and follow your mission offer

## REALIZE the project

- Launch the visa procedures
- Fill safety requirements
- Return the contract signed
- Complete the departure form

## MODIFY the mission of the V.I.E

- Submit and follow an application to modify the contract (extension, transfer)
- Launch the visa procedures
- Fill safety requirements
- Return the amended contract signed



## SUBMIT the project

- Submit and follow your application request
- Check the documentation

## FOLLOW the mission of your V.I.E

- Use the dashboard
- Follow the movements and leave of the V.I.E
- Check the documentation

## CLOSE the mission of the V.I.E

- Complete the evaluation form

# Tips to prepare your project

- ▼ Have a look at the **country note** to get information from the beginning of your project.
- ▼ Check the candidate's **eligibility criteria**.
- ▼ **Estimate your budget** on your online customer account E-VIE. Or directly online [here](#).
- ▼ **Anticipate the coordination with your subsidiary** (name of the manager, total staff including French coworkers...) to fill the application.



# They already have V.I.Es in the Nordics!



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