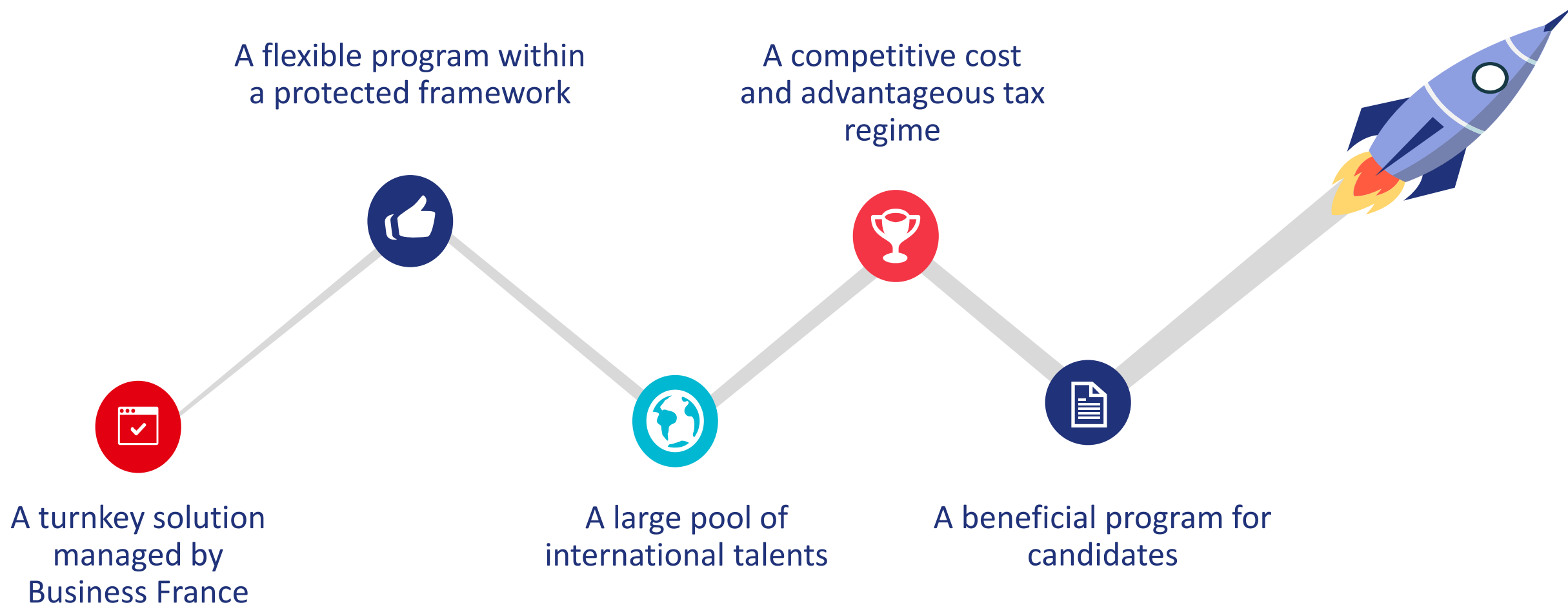


The benefits of the V.I.E. program in the Nordics

The French International Internship Program



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



A program supervised by the French State

- ▼ 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 / Invest in Denmark / Business Finland) 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

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

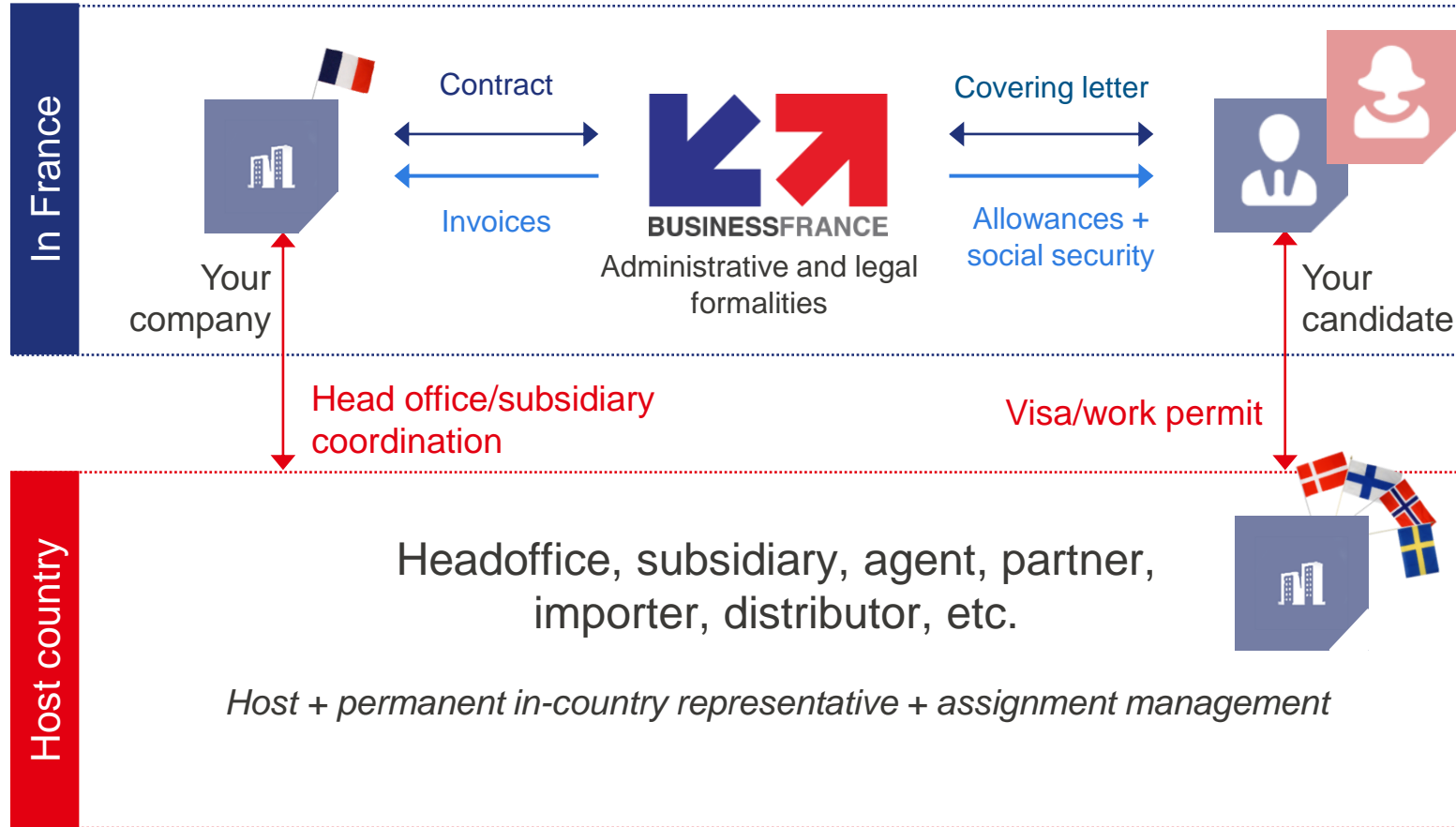
Fulfilment of its mission

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.
- ▼ Possibility to send your trainees to headquarters for an unlimited period.

- 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

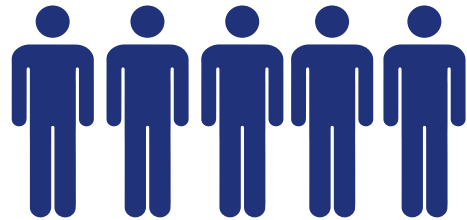
- **92%** of companies consider the V.I.E. program as a recruitment pool*.
- **92%** of V.I.Es have a job one year after after their mission (including 35% in a management position)*.
- **85%** of the V.I.Es have an engineer or business school degree (BAC + 5 above).

* 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

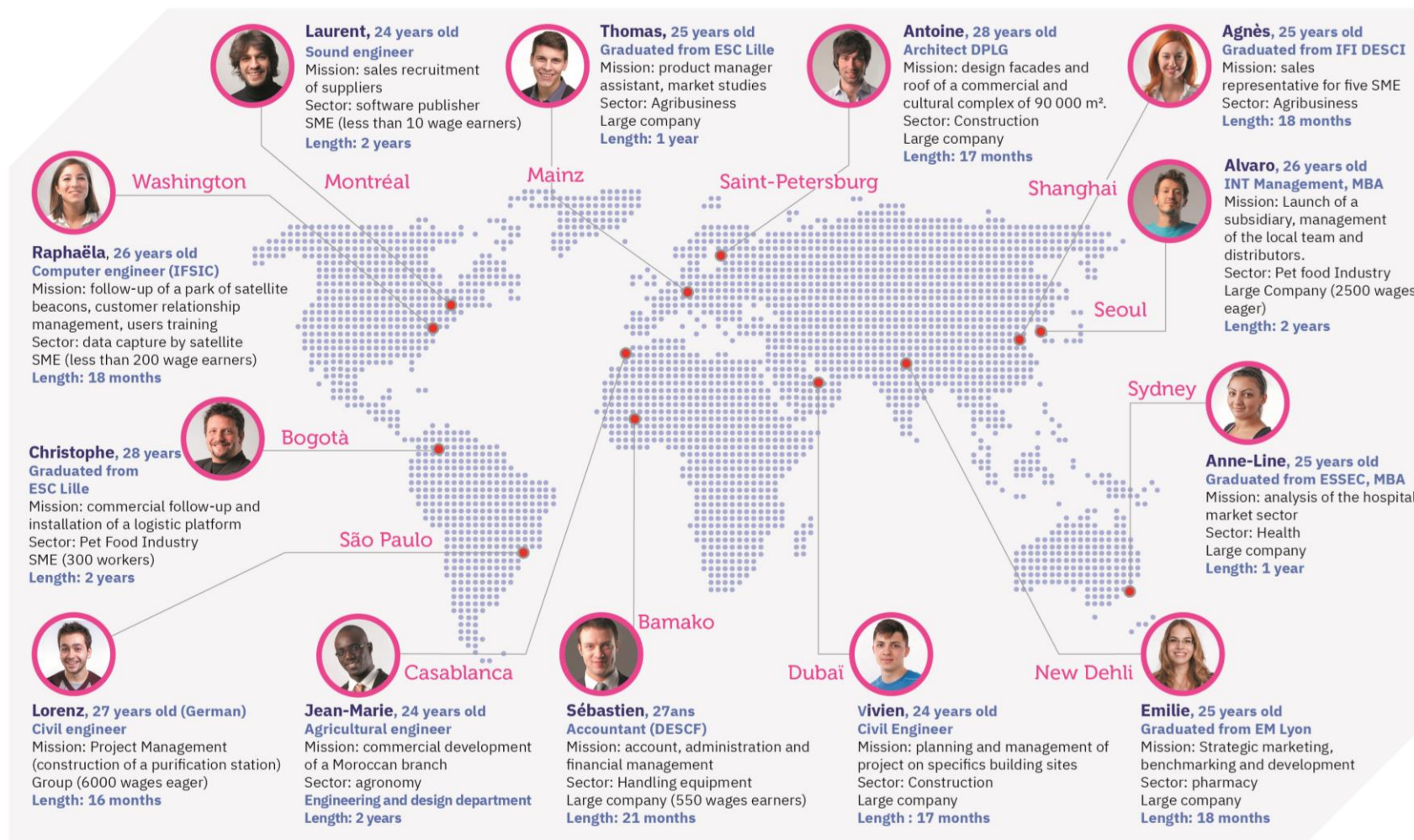
with professional experience

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

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.

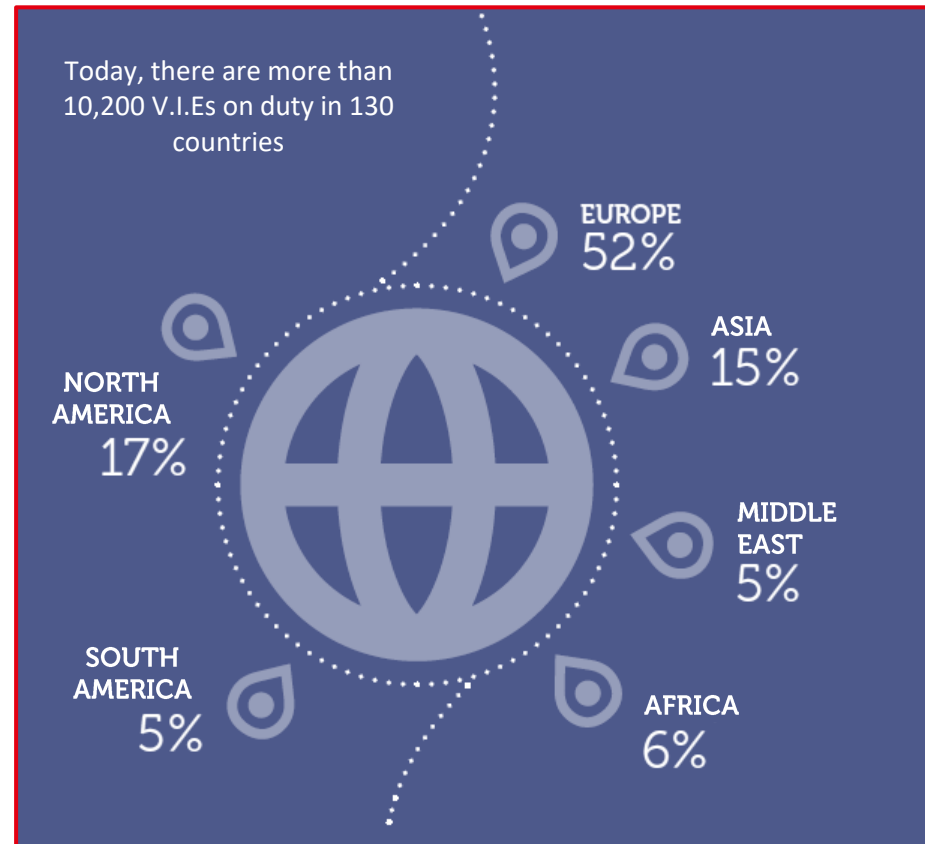
- Allowance is exempt from income tax in France
- A sprinboard to employment
A great international working experience praised by recruiters

2. The V.I.E program in the Nordics



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...)



* Source IPSOS, 2018

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

Denmark



€32,695 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 January 2020*

Compared costs in Sweden*

Local employee

- Yearly gross salary: €33,000
(comparison basis SEK30.000/month)
- Social charges: €12,000 (35%)
- Other charges: €4,000 (15%)

€49,000 / year

V.I.E

- Yearly allowance: €25,800
- Insurance & admin. fee: €5,400
- Transport: €800

€32,000 / year**

**Estimated assumptions of costs invoiced by Business France- no guaranty.*

***Based on a company with a turnover >200 M€ for 12 months of mission.*

Compared costs in Denmark*

Local employee

- Yearly gross salary: €49,946
(comparison basis DKK 36,277/month)
- Social charges: €8,794 (15%)

€58,740 / year

V.I.E

- Yearly allowance: €26,552
- Insurance & admin. fee: €5,772
- Transport: €800

€33,124 / year**

**Estimated assumptions of costs invoiced by Business France- no guaranty.*

***Based on a company with a turnover >200 M€ for 12 months of mission.*

3. How to set up the V.I.E. program



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!



...



nordic.businessfrance.com

Contact us: nordic@businessfrance.fr