

# 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?

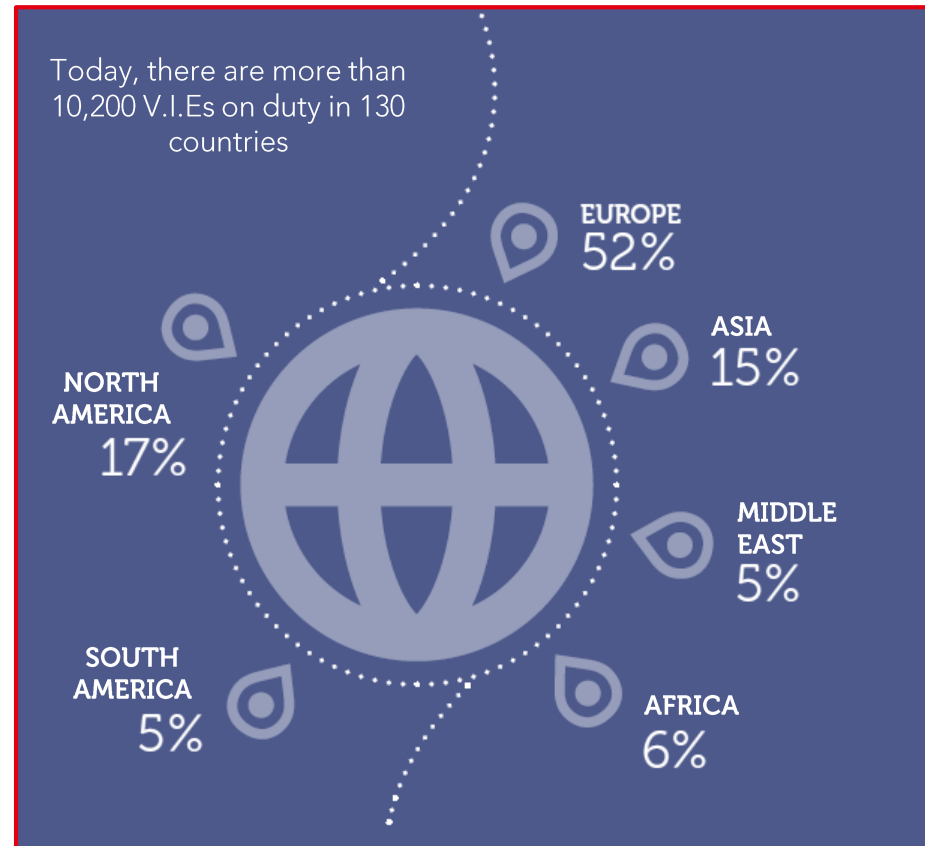


- ▼ The V.I.E. program allows companies based in France for more than 1 year to send young Europeans on a working assignment abroad for a period varying between 6 and 24 months, renewable once, to match companies specific needs.
- ▼ The V.I.E. program is managed by Business France (equivalent of Business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



\* Source IPSOS, 2018

A flexible program  
within a protected  
framework

A competitive cost  
and advantageous tax  
regime



A turnkey solution  
managed by  
Business France

A large pool of  
international talents

A beneficial program  
for candidates

# 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



# 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, ...

# 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



# 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.E.s and their dependents

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

**Denmark**



€31,954 per year

**Finland**



€33,548 per year

**Norway**



€31,614 per year

**Sweden**



€29,633 per year

*\*Based on a company with a turnover >200 M€ for a 12 months' mission.  
Rate calculated on November 2018*

# 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 springboard 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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