



The French International Internship Programme (V.I.E)

V.I.E : a profitable programme for your international development

- A program designed to create a pool of competencies for your growing international HR needs,
- A wide range of talents suited to your activities and your new international challenges,
- A flexible assignment period of 6 to 24 months, renewable once, to match your specific needs*,
- The possibility of a regional V.I.E assignment for a more global approach,
- No contractual link for you, and as for the V.I.E, all the advantages offered by a public status and a protective framework,
- We handle all the administrative aspects of the V.I.E assignment thus you can focus merely on the operational activity and be as hassle-free as possible,
- A very attractive cost compared to expatriate personnel.

** Subject to certain conditions in specific host countries.*

What is the V.I.E programme ?

V.I.E enables French companies to send a young man or woman between 18 and 28 years of age on a working assignment abroad for a flexible period of 6 to 24 months, renewable once within a 2-year period.

It is open to young French men and women,

of all educational backgrounds, with no outstanding national service obligations, as well as to young people from the European Economic Area meeting the same conditions.

It appeals to strongly motivated young people : recent graduates, often with some work experience or wishing to take a year off from college.

What is the V.I.E status ?

The V.I.E has a public status. He/She comes under the protection of the French Embassy in the country of assignment and has no contractual link with the company benefiting from the assignment.

He/She receives a fixed living allowance (paid into a bank account in France) which varies according to the country where the assignment is carried out and is not subject to payment of contributions or taxes in France (subject to certain conditions in specific host countries).

The V.I.E benefits from comprehensive welfare protection contracted for the company by UBIFRANCE and is pensionable contribution-free during the assignment period under the French basic national pension system.

Which companies can benefit from the V.I.E programme ?

Companies under French law

- wishing to extend their activities abroad,
- with a host structure in the country in question, able to supervise the intern

(subsidiary, branch, commercial agency, representative office, partnership agreement...). If you do not have the required local structure, UBIFRANCE can assist you by providing :

- placement under the guidance and supervision of a French group, in particular via Partenariat France Association,
- sponsorship by a French External Trade Counsellor to provide office facilities for the V.I.E,
- a shared-time programme whereby 2 or more companies can cost-share a V.I.E assignment.

For which kind of assignment ?

Job assignments offered are varied and include : market research, technical support to local teams, carrying out a contract... More and more companies are now turning to computer engineers, pharmacists, financial controllers, technicians, cost accountants, chefs, administrative personnel... for such assignments.

How much will a V.I.E cost you ?

You will be asked to bear the following costs :

- the intern's monthly allowance,
- a monthly fee covering management and welfare protection of the V.I.E. ranging from 175 to 375 € per month depending on your turnover and the number of interns assigned to your company at a given time,
- return international travelling expenses and luggage transport.

Here are a few examples of what a 12 month assignment will cost you in a selection of countries around the world, and this, regardless of the academic qualifications of the V.I.E and the type of assignment (computer expert, logistics manager, product manager, marketing assistant, chef ...):

- Canada (Toronto) : 26,470 €
- Germany : 21,292 €
- Mexico : 25,235 €
- Poland : 22,466 €
- Singapore : 23,232 €
- United Kingdom (London) : 24,897 €
- United States (New York) : 37,912 €

These are indicative rates in euros before tax at 01.09.2006 (scale subject to change by decree). Basis :

- Company annual turnover of 50 to 200 million euros,
- Travel and luggage transport costs not included.

You can obtain an estimate on our website www.ubifrance.fr.

The operating budget related to the assignment is at your expense.

How does the V.I.E programme actually work ?

Length of assignment : anywhere from 6 to 24 months according to your needs (ie. 6, 7, 8, 9 months ... up to 24 months, completely flexible) as described above. The assignment cannot be broken up and is not transferable to a different company.

Young people already residing in the country of assignment for over 2 months can be assigned locally and may be exempted from the information session in France (this measure does not apply to assignments within the EU countries).

Paid leave : 2.5 working days per month worked, to be taken either broken up or at the end of the assignment, for assignment periods not exceeding 12 months.

Missions outside the country of assignment : 10 days authorized per month worked according to your company's needs, without exceeding 20 days at a time.

Missions in France : the V.I.E can spend up to 165 days per 12 month assignment in France, while benefiting from the same fiscal and social benefit conditions as for the time spent abroad.

This time can be used to :

- learn about company products and services,
- acquire organizational culture before joining the structure abroad,
- liaise with headquarters in France on a regular basis,
- carry out reporting missions (financial controllers...).

Regional V.I.Es : should you require your V.I.E to carry a contract or canvass through several countries in a given geographical area (maximum 8), you will need to specify this when applying for the V.I.E. In this case, the time spent in each of these countries during the assignment will not be restricted.

V.I.Es assigned to a country included in the European Economic Area are automatically considered as regional V.I.Es in this area.



Where can you find the right candidate to match your needs?

The CIVI, a specific information centre run by UBIFRANCE, promotes the V.I.E through schools of higher education and youth career orientation centres, and register applicants.

More than 40,000 applicants with high level profiles are currently registered and ready to satisfy specific demands.

Just log on to our V.I.E site : www.ubifrance.fr to find your candidate and view his/her application on-line. The CIVI assists companies by filing assignment offers on the CIVI website : www.civiweb.com

How do you apply for a V.I.E ?

Whether you are a subsidiary, branch, commercial agency, representative office, or you have a partnership agreement with a company established in France :

- Your application for a V.I.E must be sent to your parent company in France, which will submit the documentation to UBIFRANCE.
- Your company will send UBIFRANCE an application for approval as well as an assignment application. Application forms can be downloaded from the UBIFRANCE site on www.ubifrance.fr.

Valid 5 years, and renewable for 5 years, this approval entitles your company to apply for an unlimited number of V.I.Es. Companies already approved can download their applications on-line on the V.I.E customer space.

The legal framework

The V.I.E scheme was established by **the Law of 14th March 2000** and the decrees for its implementation of 30 November 2000. The first V.I.E assignments were launched in February 2001. This programme aims to reinforce the international development of French companies while offering dynamic young graduates an opportunity to benefit from a rewarding experience abroad.

To find more, just go to www.ubifrance.fr
or contact UBIFRANCE : infovie@ubifrance.fr