THE V.I.E INTERNATIONAL INTERNSHIP SCHEME, FOR PROFESSIONAL INTEGRATION AND YOUNG GRADUATE CAREERS

V.I.E: Volontariat International en Entreprise (international internship scheme)
FOREWORD

At a time when borders are reopening and young graduates are finally looking forward to the international experience of which they were deprived during the health crisis, the V.I.E international internship scheme (Volontariat International en Entreprise) is a more than ever attractive scheme for businesses and young people.

Business France and EDHEC NewGen Talent Centre have renewed their partnership to lead a major analysis of the experience of V.I.E interns.

The results of this survey will be relevant for firms that are looking to build loyalty and commitment from their talent, as well as for young people keen to fast-track and internationalize the start of their career.
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THE INTERNATIONAL INTERNSHIP SCHEME, THE HR INTERNATIONAL MOBILITY SOLUTION
ABOUT EDHEC NEWGEN TALENT CENTRE
ABOUT BUSINESS FRANCE
Survey carried out in February and March 2022, to which 3,747 former volunteers who completed their V.I.E mission between 2018 and 2021 responded. A weighting was applied to gender and the year in which the scheme ended, so as to restore the balance between the profile of respondents and that of participants in a V.I.E program stored in the contact database.

**PROFILE OF RESPONDENTS**

- **Men**: 60%
- **Women**: 40%
- **French nationality**: 97%
- **Foreign nationality**: 3%
- **95%** were graduates with a five years’ degree and post-degree experience
- **72%** had had international experience before carrying out their mission; academic experience (Erasmus-type exchange, double degree, etc.) for the most part (72%) and professional experience (55%)
- **19.8 months**: the average duration of the V.I.E contract
THE V.I.E: A SCHEME DESIRED BY YOUNG GRADUATES, FAST-TRACKING CAREERS
THE V.I.E: A SCHEME DESIRED BY YOUNG GRADUATES, FAST-TRACKING CAREERS

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THE V.I.E: A WIDELY APPRECIATED SCHEME

97% of survey respondents would recommend the V.I.E to young graduates

"Would you recommend the V.I.E to current young graduates? % "Yes" by year of end of mission"

98% 2018
97% 2019
97% 2020
96% 2021

V.I.E in 2018 in Canada

“The V.I.E enables you to make a professional leap:

• It offers missions with much more responsibility than what France could offer, a lot of autonomy and a lot of challenges to surpass yourself.
• It enables you to create a network and to learn a language at a professional level.
• It makes it easier to find a job when you leave.”
GUARANTEED ACCESS TO EMPLOYMENT AFTER THE V.I.E

92% of V.I.E interns found a job in less than six months after their mission

- 83% Less than three months
- 5% Six months to one year
- 2% One year or more
- 9% Three months to less than six months

TIME TO FIND A JOB AFTER A V.I.E MISSION

V.I.E in Cameroon in 2019

“The V.I.E allowed me to lead to several very interesting opportunities, including an expatriation contract in the same business, but also to have several positive responses for several other job offers. It’s always better to have a choice.”

V.I.E in the United States in 2021

“The skills developed during this experience are highly sought after for my typical position but rarely developed at such a young age. Thanks to that, I found a job in one month.”
THE V.I.E: AN INDISPUTABLE PROFESSIONAL INTEGRATION SYSTEM

88% of respondents consider the V.I.E to be a good professional integration scheme.

9. “Do you consider the V.I.E to be a good system for professional integration? % “Yes” by year of end of mission

- 91% in 2018
- 89% in 2019
- 84% in 2020
- 86% in 2021

V.I.E in the United States 2019

“A real springboard to get a permanent contract afterwards, internally, without the disadvantages of the trial period. A much higher level of responsibility than if I had taken a job in France after leaving school.”

V.I.E in Vietnam in 2020

“I created an important local network that enabled me to seize a new opportunity and to bring an international turn to my career.”
THE V.I.E, A CAREER ACCELERATOR

3 in 4

young people consider the V.I.E to be a way of fast-tracking a career

“Has your V.I.E been a career accelerator?
% “Yes” by level of education

<table>
<thead>
<tr>
<th>Level of Education</th>
<th>% “Yes”</th>
</tr>
</thead>
<tbody>
<tr>
<td>at least five years’ degree and post-degree experience*</td>
<td>72%</td>
</tr>
<tr>
<td>Other levels of degree</td>
<td>79%</td>
</tr>
</tbody>
</table>

* Two-year Master’s degree, Specialized Master’s degree, MBA, MSc, Magister, Doctorate

V.I.E in Singapore in 2019
“The position offered was very interesting, with a fairly significant possibility of development. Less than a year after my hiring following the VIE, I hold an engineering position while I only have a BTS qualification.”

V.I.E in the United Kingdom in 2019
“I now hold a position that I would not have been able to claim without having previously completed a VIE; this experience was a springboard for my career.”

V.I.E in the United States in 2019
“An experience abroad is an accelerator in my opinion; it’s much more challenging than in your country of origin and everything seems to be multiplied by two: failures are more formative, victories are more valued.”
THE V.I.E: A WAY OF ATTRACTING AND BUILDING LOYALTY FROM YOUNG INTERNS
THE V.I.E, A PRE-RECRUITMENT TOOL

1 in 2 young people chose to pursue their professional career in the business for which they were on a V.I.E mission.

“Many firms offer to keep their V.I.E after their mission, whether in the host country under a local contract, in another country where the business is established, or in France.”

9 “Regarding your position directly after your V.I.E, were you recruited by…”

- The firm that took you on as a V.I.E: 49% (47%)
- Another firm: 51%
- Other status: 2% (2%)

V.I.E in the United Kingdom in 2021

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THE FIVE REASONS WHY YOUNG PEOPLE STAY WITH THE BUSINESS AFTER THEIR V.I.E

1. An attractive framework and working conditions

“My firm really wanted to do everything to integrate me as a fully-fledged employee. I was able to take part in many extremely interesting events.” V.I.E in 2019 (Singapore)

2. Interesting missions

“I got an interesting proposal on a job opening, with the creation of a department and therefore more responsibility and weight in the business.” V.I.E in 2019 (Madagascar)

3. Attractive pay

“I got a very significant salary increase and was offered a tax-efficient expatriate contract after 19 months of V.I.E.” V.I.E in 2018 (Belgium)

4. Development of skills and employability

“I developed new skills, which enabled me to hold a position of responsibility in Germany as soon as my V.I.E ended, something that is impossible in France.” V.I.E in 2021 (Germany)

5. Career prospects

“I developed expertise and a network during my V.I.E that I wanted to maximize by staying with the business while changing countries.” V.I.E in 2019 (United States)
THE V.I.E: A SYSTEM THAT PROMOTES ATTACHMENT TO THE BUSINESS

60% of young people who have carried out a V.I.E mission have developed an attachment to the firm that recruited them.

“Has your V.I.E mission enabled you to develop a feeling of attachment to the business of your mission? % “Yes”

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>59%</td>
</tr>
<tr>
<td>2019</td>
<td>62%</td>
</tr>
<tr>
<td>2020</td>
<td>58%</td>
</tr>
<tr>
<td>2021</td>
<td>60%</td>
</tr>
</tbody>
</table>
THE V.I.E: A SYSTEM THAT PROMOTES ATTACHMENT TO THE BUSINESS...

1. ... by the quality of human relations, a good atmosphere

“Great memories, very good support and great experiences. We’re without our families, without our lifelong friends. Office colleagues often become important relays of social life.” V.I.E in 2018 (United States)

2. ... through identification with the values and culture of the business

“The firm has values that are always in line with my desires; there is consistency between my personal and professional projects.” V.I.E in 2020 (Spain)

3. ... out of gratitude to the business

“I am grateful for the chance I was given to prove to myself and to the world that there was no limit to what I could accomplish.” V.I.E in 2019 (Serbia)

4. ... through a meaningful business project

“It’s a firm which is international, dynamic and innovative, that has good results and, above all, has great environmental and human values.” V.I.E in 2021 (United States)
THE V.I.E: A SCHEME THAT MEETS NEW PROFESSIONAL GOALS
THE MAIN CAREER GOALS OF YOUNGER GENERATIONS

1. Acquire skills and grow personally
2. Have an international perspective
3. Have an impact on society
4. Have diversity in your missions
5. Have an attractive salary

“Among the following items, what are your three main professional goals?” Ranking of the goals cited in first position.

Source: EDHEC NewGen Talent Centre survey, Career Dreams, 2021
THE V.I.E, AN EXPERIENCE TO ACQUIRE SKILLS AND IMPROVE PROFESSIONALLY

77% of young people have been lifted by an ambitious mission

“The V.I.E allowed me to develop skills in my field, thanks to adequate autonomy and the right to make mistakes. These skills were noticed by the business, which offered me an ambitious career plan.” V.I.E in 2019 (United Kingdom)

“V.I.E enables you to get out of your comfort zone by confronting a different work and cultural environment.” V.I.E in 2019 (Netherlands)

87% have developed their autonomy at work during their V.I.E mission

“The V.I.E, as my first professional experience, enabled me to gain confidence in myself, to gain in self-confidence, in competence in my field and in autonomy.” V.I.E in 2021 (Belgium)

“During a V.I.E, the capacity to develop skills and autonomy is accelerated by the fact that you are abroad and need to develop more quickly. A V.I.E forces you to ‘grow up’ faster than in France.” V.I.E in 2018 (United States)
97% OF PARTICIPANTS DEVELOPED AT LEAST ONE OF THE SEVEN QUALITIES SURVEYED

“Which of these skills were important to the success of your V.I.E and which did you develop during your V.I.E.?”

- Ability to learn and grow (97% important, 87% developed)
- Relational skills (93% important, 85% developed)
- Sense of result / Commitment (92% important, 78% developed)
- Team work (85% important, 74% developed)
- Agility (83% important, 76% developed)
- Critical thinking (83% important, 76% developed)
- Innovation / Creativity (57% important, 56% developed)
73% OF V.I.Es HAVE A BILINGUAL OR FLUENT LEVEL AT THE END OF THE MISSION

“What was your level of proficiency in the language of the country of your V.I.E before leaving? / What is your level now?”

“Notable change in language level (English) + learning a new language (Dutch): a big plus for international businesses of firms with foreign employees.”

V.I.E in the Netherlands in 2019

<table>
<thead>
<tr>
<th>Language Level</th>
<th>No control</th>
<th>Notions</th>
<th>Intermediate</th>
<th>Fluent</th>
<th>Bilingual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial level</td>
<td>24%</td>
<td>5%</td>
<td>9%</td>
<td>25%</td>
<td>21%</td>
</tr>
<tr>
<td>Language level now</td>
<td>9%</td>
<td>13%</td>
<td>9%</td>
<td>31%</td>
<td>42%</td>
</tr>
</tbody>
</table>

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## The Desire To Go International, Common Thread Of a V.I.E

<table>
<thead>
<tr>
<th>Proposal</th>
<th>% Agreement</th>
</tr>
</thead>
<tbody>
<tr>
<td>I wanted to put an international experience on my CV</td>
<td>89%</td>
</tr>
<tr>
<td>I wanted to discover a particular country/region of the world</td>
<td>78%</td>
</tr>
<tr>
<td>Reassuring V.I.E pay, which allows you to live well in the country</td>
<td>62%</td>
</tr>
<tr>
<td>To work in a country where it is difficult to obtain a visa otherwise</td>
<td>24%</td>
</tr>
<tr>
<td>To contribute to the economic development of the host country</td>
<td>14%</td>
</tr>
</tbody>
</table>

"Which of these proposals reflected your motivations for leaving for a V.I.E?"

- "This V.I.E is the **richest experience on my CV** and the one that brought me a lot of opportunities."
- "A line on the CV that was worth its weight in gold to find an interesting job."

V.I.E in Portugal in 2018

V.I.E in the United Arab Emirates in 2019
THE V.I.E: SPRINGBOARD FOR A CAREER WITH AN INTERNATIONAL DIMENSION

90%

have developed an international profile thanks to their V.I.E mission

“The experience has helped me to qualify for positions in France, but which include an international dimension.” V.I.E in 2020 (China)

“My V.I.E enabled me to enroll in an international career. After my V.I.E in the USA, I was able to carry out a mission in Sweden and I now work in Denmark.” V.I.E in 2019 (United States)

77%

still have an international dimension in their current career

60%

Based abroad

29%

Based in France with frequent trips abroad

11%

Based in France with little or no travel abroad

90%

based in France with frequent trips abroad

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CORPORATE SOCIAL RESPONSIBILITY IS PROGRESSING IN V.I.E MISSIONS

“Did your V.I.E mission involve corporate social responsibility?”
Mixture: Did your V.I.E mission have a social and environmental responsibility type dimension? / In what year did your V.I.E end?

<table>
<thead>
<tr>
<th>Year</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>14</td>
<td>17</td>
<td>20</td>
<td>21</td>
</tr>
</tbody>
</table>

- Yes, my main missions had a social, societal or environmental dimension: 40%
- Yes, I worked on CSR topics, but outside of my main missions: 60%

V.I.E in Colombia in 2020

“Impact is at the heart of what my business does. We carry out projects that help preserve nature, while improving the daily lives of women and men.”

V.I.E in Belgium in 2018

“All the events I organized, including many conferences, had issues related to the search for sustainable solutions in various fields. From the choice of caterer, to offsetting the CO₂ used for travel, everything was done to improve our commitment to the city, but also to our planet.”
THE INTERNATIONAL INTERNSHIP SCHEME, THE HR INTERNATIONAL MOBILITY SOLUTION

The V.I.E is a scheme secured by the French State. It allows a firm to entrust a professional mission abroad to a young person aged 18 to 28.

THE ADVANTAGES OF A V.I.E

For businesses:
• A controlled budget, thanks to various financial support packages
• Administrative management is delegated to Business France
• A flexible HR formula: a renewable and shared contract, a mission that can be regionalized
• A talent pool: the CV library includes more than 40,000 candidates internationally

For candidates:
• Acquiring work experience abroad
• A protective public status
• A non-taxable monthly allowance of €1,600 to €4,500
• In nine out of 10 cases, a subsequent hiring

8,150
V.I.Es in position

1,700
user businesses

121
countries

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ABOUT EDHEC NEWGEN TALENT CENTRE

THE EDHEC NEWGEN TALENT CENTRE: The conviction of the positive impact of future generations on transformations in the world.

Created in May 2013 under the direction of Manuelle Malot, the NewGen Talent Centre is EDHEC Business School’s center of expertise on the aspirations, behaviors and skills of new generations of graduates.

The NewGen Talent Centre draws on its 30 years of expertise and network of partners to respond to the issues of attraction, loyalty and commitment of businesses.

The study for Business France was conducted by Geneviève Houriet Segard, PhD, Deputy Director of the NewGen Talent Centre, Research Engineer, and Caroline Rubin, Head of Studies, under the responsibility of Manuelle Malot.

For further information, please contact us:
edhec.edu/fr/relations-entreprises/newgen-talent-centre

ABOUT EDHEC BUSINESS SCHOOL

Based in Lille, Nice, Paris, London and Singapore, and counting 110 nationalities on its campuses and partnerships with 290 leading universities around the world, EDHEC is a fully international school directly connected to the business world. Furthermore, it has developed a unique model founded on research of real practical use to society, businesses and students.

EDHEC IN FIGURES

- 8,600 students in academic education, 175 professors and researchers, 11 research centers, five campuses and a platform devoted to fully-online certificate and degree programs.
- EDHEC Entrepreneurs is the second largest partner program in Station F, the largest startup campus in the world.
- A portfolio of 23 programs, an EDHEC Executive Education offering for managers, directors and entrepreneurs and a complete range of online programs.

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ABOUT BUSINESS FRANCE

Business France is the national agency supporting the international development of the French economy, responsible for fostering export growth by French businesses, as well as promoting and facilitating international investment in France. It promotes France’s companies, business image and nationwide attractiveness as an investment location, and also runs the V.I.E international internship program.

Business France has 1,500 personnel, both in France and in 55 countries throughout the world, who work with a network of partners. Since January 2019, as part of the reform of the state support system for exports, Business France has given private-sector partners responsibility for supporting French SMEs and mid-size companies in the following markets: Belgium, Hungary, Morocco, Norway, the Philippines and Singapore.

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Candidates: mon-vie-via.businessfrance.fr/