









## **FOREWORD**

t 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.













## **CONTENTS**

METHODOLOGY AND PROFILE OF RESPONDENTS **01**THE V.I.E: A SCHEME DESIRED BY YOUNG GRADUATES, FASTTRACKING CAREERS

02
THE V.I.E: A WAY OF
ATTRACTING AND
BUILDING LOYALTY FROM
YOUNG INTERNS

03
THE V.I.E: A SCHEME
THAT MEETS NEW
PROFESSIONAL GOALS

THE INTERNATIONAL INTERNSHIP SCHEME, THE HR INTERNATIONAL MOBILITY SOLUTION
ABOUT EDHEC NEWGEN TALENT CENTRE
ABOUT BUSINESS FRANCE







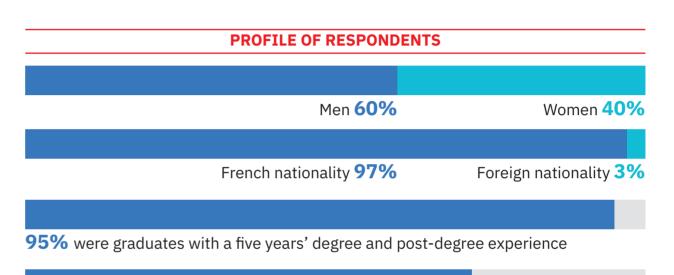




## METHODOLOGY AND PROFILE OF RESPONDENTS

urvey 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.



**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

















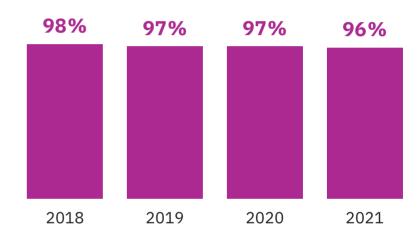




## THE V.I.E: A WIDELY APPRECIATED SCHEME

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



### 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."





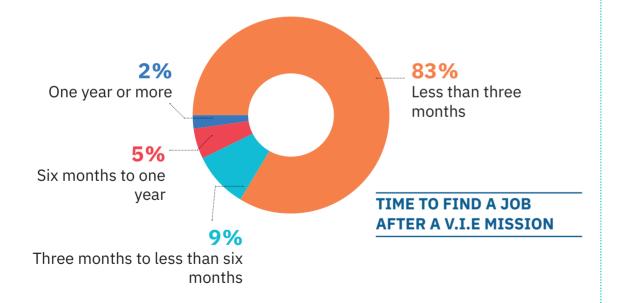






## **GUARANTEED ACCESS TO EMPLOYMENT AFTER THE V.I.E**

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



### 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."









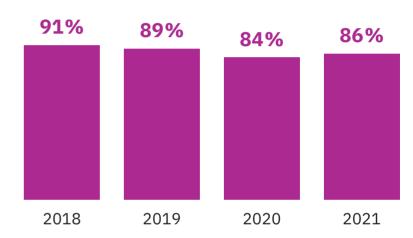


## THE V.I.E: AN INDISPUTABLE PROFESSIONAL INTEGRATION **SYSTEM**

88%

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

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



### 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."











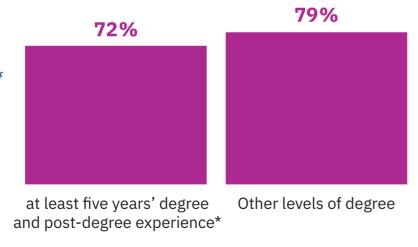


## THE V.I.E, A CAREER ACCELERATOR

3 in 4

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

(1) "Has your V.I.E been a career accelerator?(2) "Yes" by level of education



<sup>\*</sup> Two-year Master's degree, Specialized Master's degree, MBA, MSc, Magister, Doctorate

### V.I.E in Singapour 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 PRE-RECRUITMENT TOOL

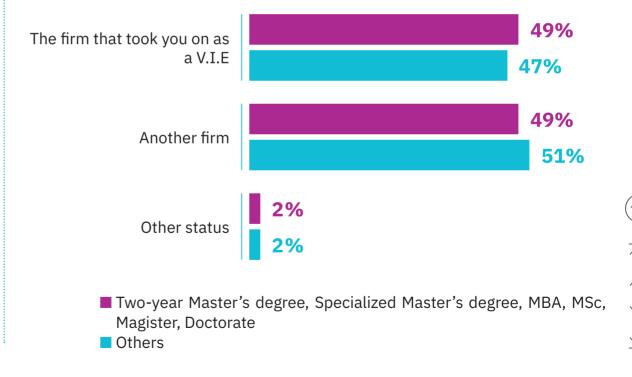
# 1 in 2 young people

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

### V.I.E in the United Kingdom in 2021

"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."

• Regarding your position directly after your V.I.E, were you recruited by..."



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

4

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)* 



**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)* 







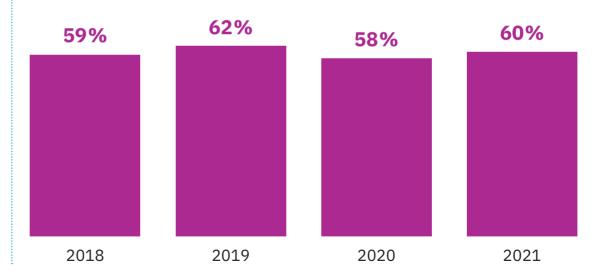


## THE V.I.E: A SYSTEM THAT PROMOTES ATTACHMENT TO THE BUSINESS

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"













## THE V.I.E: A SYSTEM THAT PROMOTES ATTACHMENT TO THE BUSINESS...

... 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)

... 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)* 

... 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)

... 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 MAIN CAREER GOALS OF YOUNGER GENERATIONS



Among the jollowing items, what are your three main projessional 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



"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)



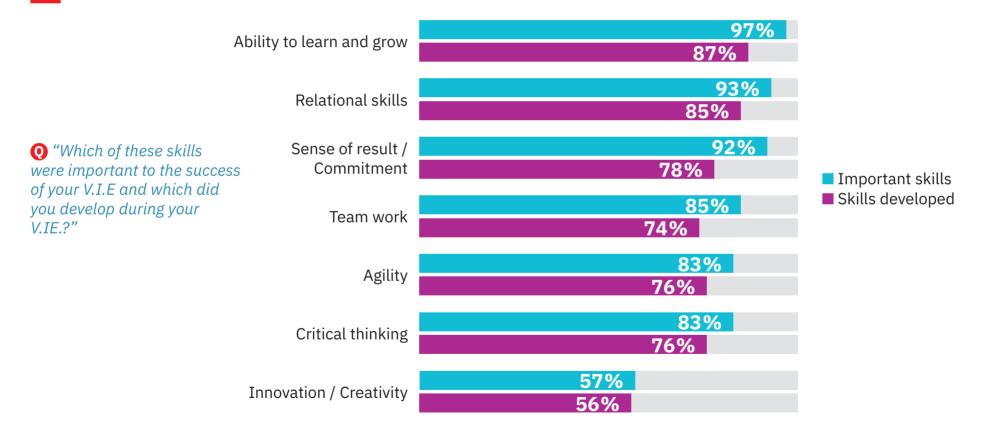








## 97% OF PARTICIPANTS DEVELOPED AT LEAST ONE OF THE SEVEN QUALITIES SURVEYED

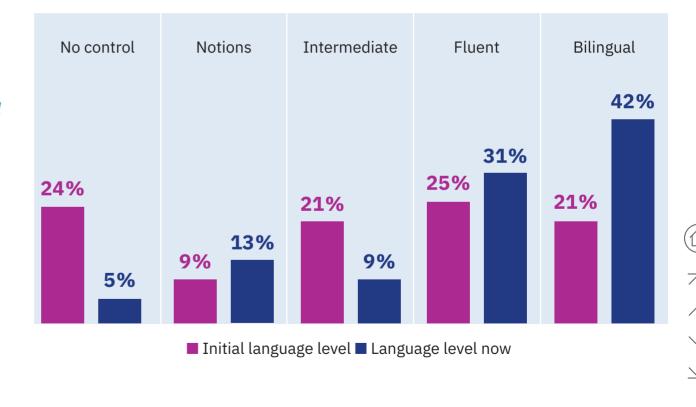


## 73% OF V.I.Es HAVE A BILINGUAL OR FLUENT LEVEL AT THE END OF THE MISSION

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

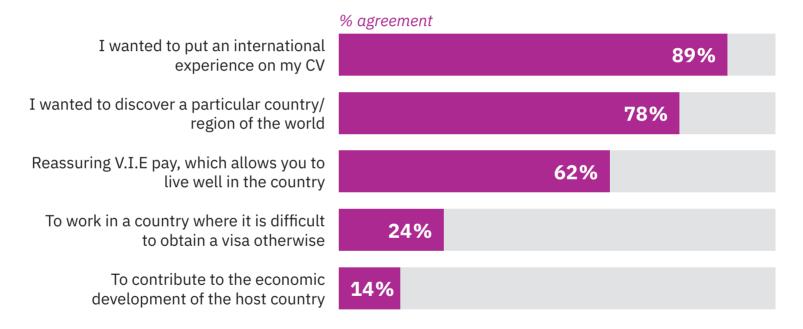
## V.I.E in the Netherlands in 2019

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



## THE DESIRE TO GO INTERNATIONAL, COMMON THREAD OF A V.I.E

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



## V.I.E in Portugal in 2018

"This V.I.E is the **richest experience on my CV** and the one that brought me a lot of opportunities."

#### V.I.E in the United Arab Emirates in 2019

"A line on the CV that was worth its weight in gold to find an interesting job."











## THE V.I.E: SPRINGBOARD FOR A CAREER WITH AN INTERNATIONAL DIMENSION

90%

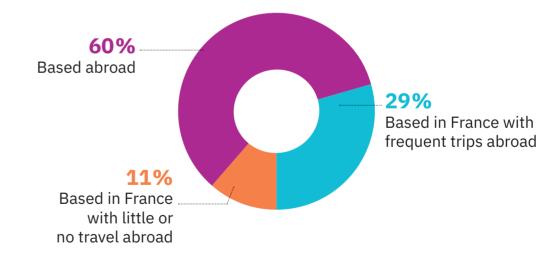
have developed an international profile thanks to their V.I.E mission

"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

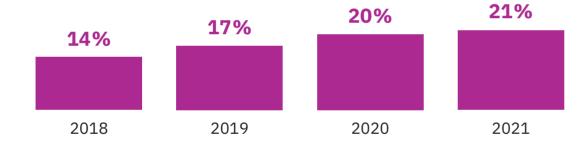


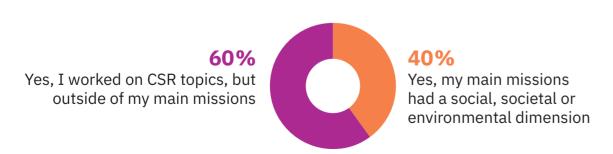
• "Does your current position have an international dimension? If yes, please specify."

## 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?





#### 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 CO<sub>2</sub> 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











## 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 NewGenTalentCentre 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 <u>Geneviève</u> <u>Houriet Segard</u>, PhD, Deputy Director of the NewGen Talent Centre, Research Engineer, and <u>Caroline Rubin</u>, Head of Studies, under the responsibility of <u>Manuelle Malot</u>.

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



#### **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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#### For further information about the VIE scheme:

Businesses: businessfrance.fr/vie

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























