



**BOOST YOUR  
INTERNATIONAL  
TEAM WITH  
NEW TALENTS**

# DEVELOP



The **V.I.E.** is a unique **international mobility** HR solution that makes it possible to send a **young European talent** (aged 18-28) on assignment abroad **for 6 to 24 months** to develop their activities there.



Strengthen the links between your French entity(ies), **your parent company and other sites** abroad



V.I.E. is an excellent tool for improving your **employer brand** among young recruits by entrusting them with a rewarding assignment. This assignment must contribute to the international development of the French subsidiary.



Consolidate your investments and promote the **international growth** of your France site thanks to the V.I.E.



A large pool of available **talent** with more than **40,000 qualified candidates** with a range of profiles with international experience.



**92%** of V.I.E. talents were hired at the end of their assignment.

*(Source: V.I.E. study, EDHEC NewGen Talent Centre, 2018)*



## Eligibility Conditions

- French subsidiary
- Established more than one year ago
- Tangible activities and workforce

# CONTROL

A **simple and flexible solution** with a **95%** satisfaction rate with V.I.E. interns.

*(Source: IPSOS, 2019)*



**Administrative and legal management** of the V.I.E. intern managed **by Business France.**

Coverage of the **social protection** of your V.I.E. intern **by Business France.**



Possible extension of cover to more than one country for the same assignment (8 maximum).

A **controlled budget** with the existence of mechanisms that reduce the budgetary impact of the V.I.E. intern. (Exemption from social security charges in France, tax allowances, financial aid, regional subsidies, etc.)

Variable cost **between €20,000 and €50,000**

depending on the country of assignment\*

*\*excluding additional operating costs - visa fees, housing allowances if applicable, business trips, etc.*



Baxter has an excellent collaborative partnership with the V.I.E. program. Our goal is to use the program as a talent pool for internal Baxter roles, integrate new generations into the business and help them grow via innovation projects in an international environment.

**Guy In't Ven – R&D Site Director  
- Baxter R&D Europe**



V.I.E. stimulus cheque of between **€5,000 and €10,000** deductible from the cost of the V.I.E. intern. (info expected to be withdrawn end of June 2022)

**ESTIMATE THE COST OF A V.I.E. ASSIGNMENT**