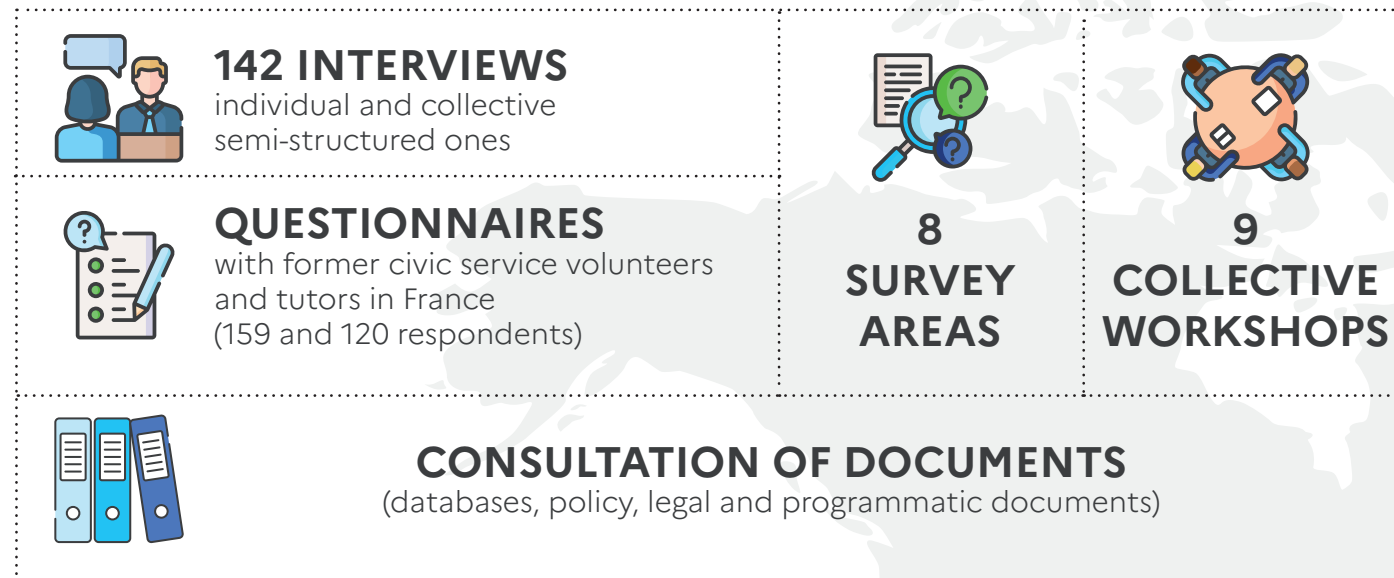


ANALYSIS OF THE EFFECTS

The analysis of the effects is based on the testimonies and sources collected below:



EFFECTS ON YOUNG PEOPLE'S CAREER PATHS

Increased personal skills

1. Improved self-confidence and ability to build relationships. 83% of the participants in the survey feel that their self-confidence has increased "a lot", and 78% have greatly improved their ability to build relationships.

2. Again in autonomy and greater responsibility. Young people experience independence by moving away from their families and managing their own day-to-day material and financial affairs, which is not always easy at first.

3. A greater openness and an understanding of the world transformed by confrontation with otherness. Immersion in a new country also helps to demystify some realities, as well as revalue the aspects of one's home country.

4. Improved communication skills as a result of the assignments entrusted to the young people, including testimonies, raising awareness and, more generally, public speaking.

« *Being a citizen of the world means saying and thinking that there are no borders and that we all must be tolerant towards different culture.* »

Extracts from an interview with a former volunteer

Stimulated and consolidated commitments in France and in the countries of origin

Prior associative commitment is an important characteristic of international civic service volunteers coming to France. For 91% of respondents to the survey, this commitment is strengthened through volunteering in France and is a long-term project. When they return, young people also tend to diversify their commitments and take on more responsibility.

A clear impact on professional integration, a major challenge for young people and partner countries

The opinions of those involved were unanimous in stating that the volunteering **experience in France was an asset in the young people's career path and on their CVs**: it facilitated their access to responsibilities and, more generally, to employment. The vast majority of volunteers felt that their international experience was rewarding and made a difference to potential recruiters in their home countries. When it includes the right support, it helps them to clarify their plans and to project themselves professionally or academically.

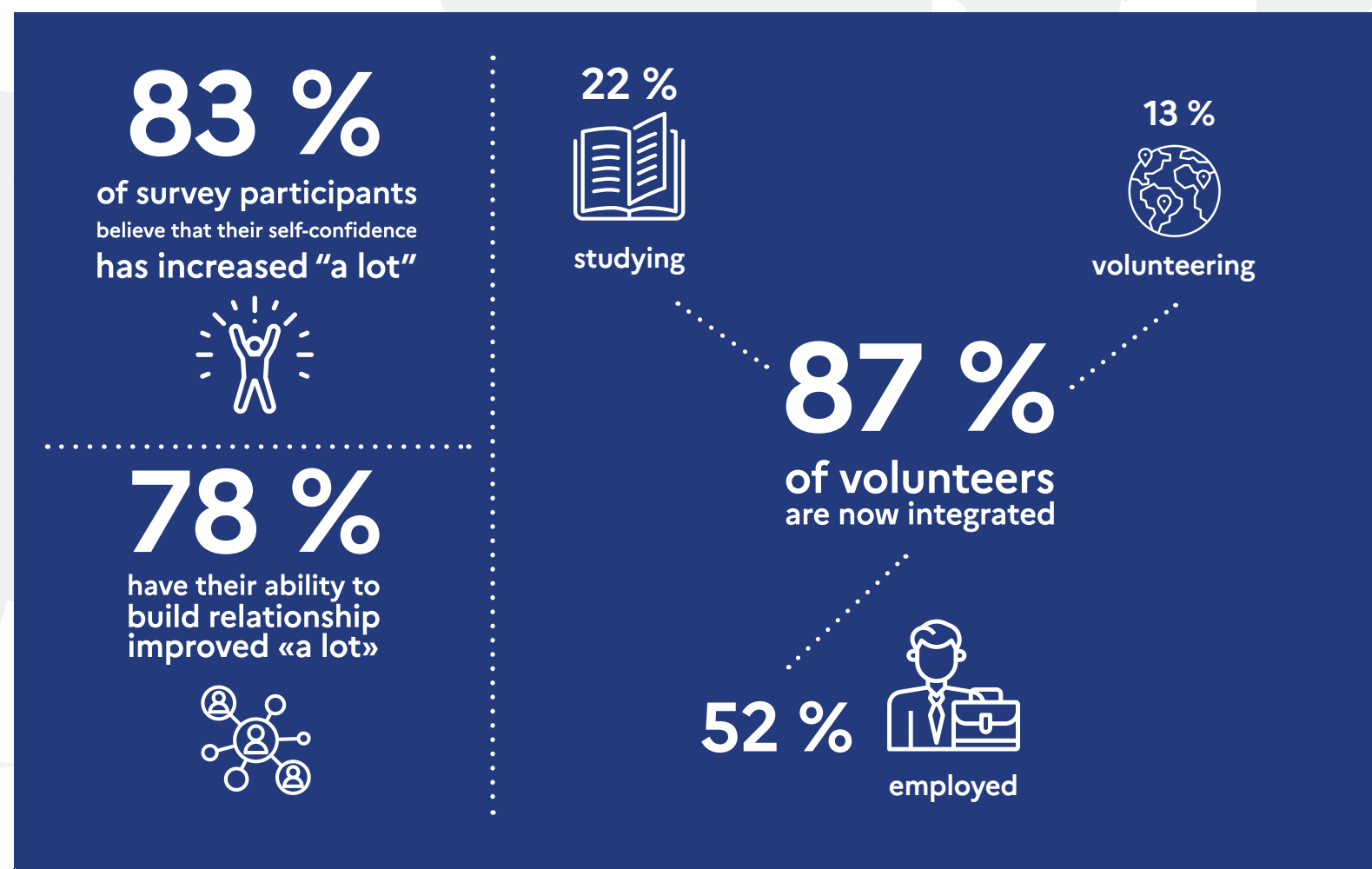
Moreover, for many young people, this experience of volunteering in France is a **stepping stone towards an international career**. Nearly one in two of the respondents to the survey (46%) would like to continue their professional or educational career in France, and 12% would like to do so in a third country.

However, the effects of volunteering on integration are not immediate and there may be a time lag,

of varying length, between returning and entering the labour market or returning to education. In addition, it is sometimes difficult to find a job that matches both professional aspirations (particularly if they are centred on commitment) and remuneration expectations.

« *Reciprocity enabled the volunteer to discover his field of training and to be spotted by an employer in France, who took him on when he returned from his assignment. This experience enabled the young person to realise his potential and get noticed.* »

Extract from an interview with a Togolese association

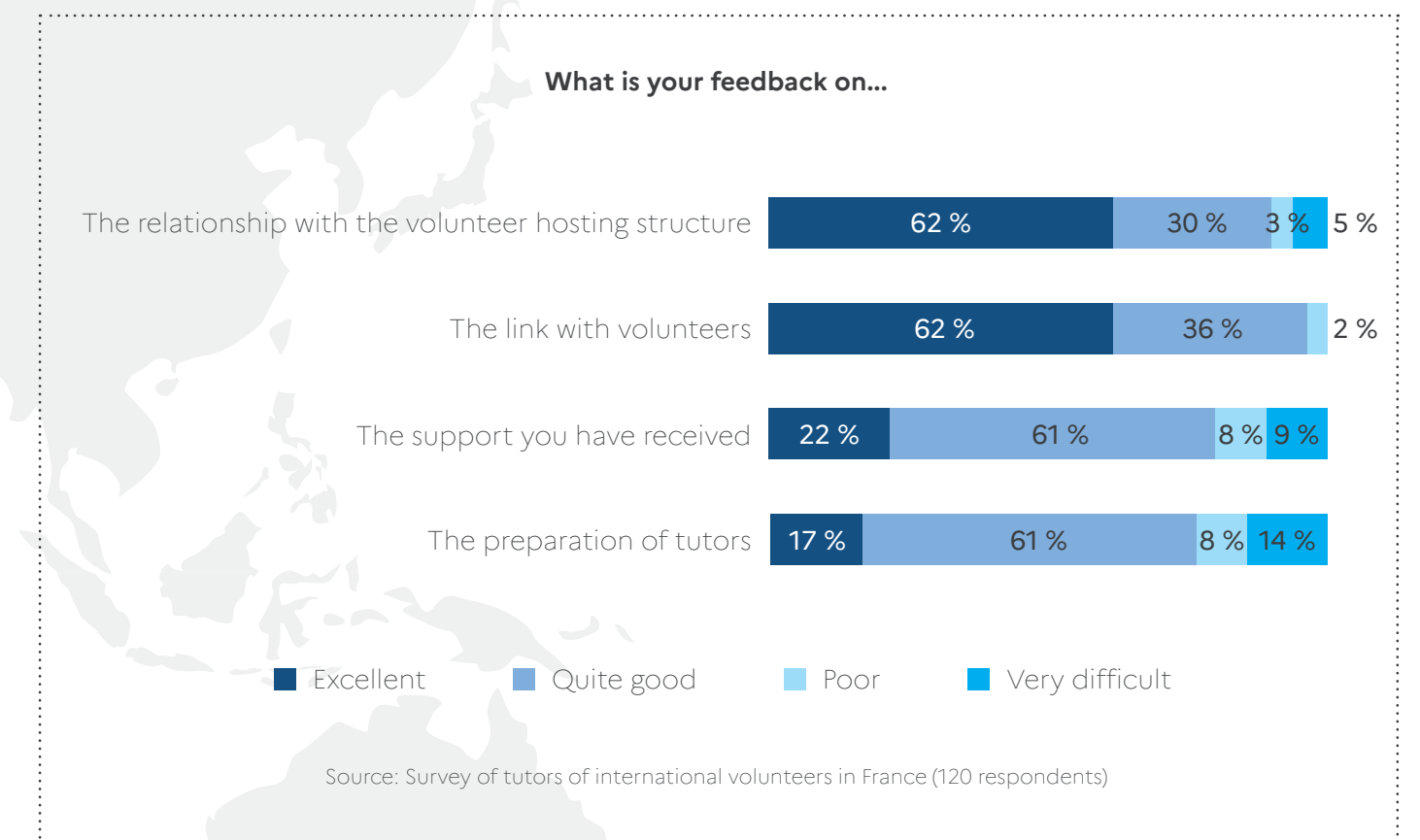


POSITIVE IMPACT ON TUTORS AND HOSTING STRUCTURES

The results show that **98% of the tutors have developed both personally and professionally**, and that this is reflected in their increased ability to get out of their "comfort zone", question their support, leadership and working practices, and also more naturally take a step back and gain a better understanding of the cultural context of the people around them.

« *This creates a sense of solidarity that goes beyond work: employees take an interest in young people who have come from far away. Hosting and supporting young people are at the heart of our work, because we're proud to know that they come from far and wide to work with us. It brings us back to our individual humanity.* »

Extract from the verbatim of the questionnaire for tutors of international volunteers hosted in France



The effects could be multiplied by the practice of double tutoring (in France and in the volunteers' country of origin), in other words **the cross-fertilisation of peer-to-peer practices**, but also by more systematic sharing of experiences in the territories, for example.

The hosting of international volunteers on the basis of reciprocity remains relatively sporadic within each structure, or even each territory: very few structures host more than one or two international volunteers a year, and then maintain annual or bi-annual regularity, particularly because of the personal investment required to support the young people.