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# ADICE

## Cooperation and international mobility

Since its creation in Roubaix in February 1999, the Association pour le Développement des Initiatives Citoyennes et Européennes (ADICE) has been promoting equal opportunities by enabling everyone to have an experience abroad, thanks to the various French and European mobility programmes.

### The organisation's mission

#### Promoting equity and inclusion

ADICE works to guarantee equal access to international opportunities, ensuring that everyone, regardless of their social background or experience, can benefit from experiences abroad. Thanks to its various French and European mobility programmes, **the association ensures that these opportunities are accessible to all, taking into account the specific capacities and needs of each individual.** ADICE thus aims to reduce inequalities and promote an inclusive dynamic where everyone has the chance to succeed.

#### Creating a framework for skills development

ADICE's international mobility programmes provide an environment conducive to skills acquisition. **These experiences abroad enable participants to acquire a wide range of personal, professional and intercultural skills,** such as autonomy, project management, multilingual communication and the ability to work in a team. These mobility programmes strengthen their initiative-taking and self-confidence, enrich their career path and prepare them for the demands of the labour market and global professional challenges.

#### Innovating to meet the aspirations of current generations

ADICE is committed to **developing and implementing innovative tools and approaches to better meet participants' expectations** in terms of commitment and mobility. By adopting new methods and integrating new current themes, ADICE is strengthening its support and offering an experience tailored to the personal and professional development of each individual.



## 25 years of adapting to social challenges

### HISTORY

Founded in 1999 in Roubaix, ADICE was established in a particularly difficult economic context, characterised by high unemployment and restricted access for young people to the labour market. ADICE's mission is to create opportunities for international mobility for the people of Roubaix, offering them the chance to step beyond their daily environment and benefit from formative experiences abroad. During its 25 years of existence, ADICE has been able to adapt and evolve to meet the economic and social challenges of its territory.

1999

#### Supporting access to employment

During this period, seeking international experience became a way to stand out in the labour market. The first beneficiaries of ADICE participated in European volunteer programmes to enrich their experience. A growing need for professionalisation was quickly felt among young people, prompting ADICE to develop professional internship programmes.

2008

#### Encouraging skills development

The 2008 financial crisis had lasting repercussions on the employability of young people. As their qualifications and experience levels increased, they sought international opportunities to strengthen their access to the labour market. In response, ADICE diversified its range of mobility projects, integrating programmes geared towards entrepreneurship, as well as solidarity and humanitarian volunteering initiatives.

2020

#### Meeting the growing demand for meaningful and value-driven engagement

Since the COVID crisis, participants' expectations of experiences abroad have changed. Young people are now strongly motivated by involvement in thematic projects aligned with their personal values. They want to play an active role in initiatives they support, such as projects with an environmental and societal dimension.

3 111

#### MOBILITY PROJECTS

carried out between 2001 and 2024

60 000

#### PEOPLE MADE AWARE

of mobility opportunities

6

#### MOBILITY PROGRAMMES

French and European

85

#### COOPERATION PROJECTS

carried out between 2014 and 2023

81

#### COUNTRIES

covered by mobility and cooperation actions

9

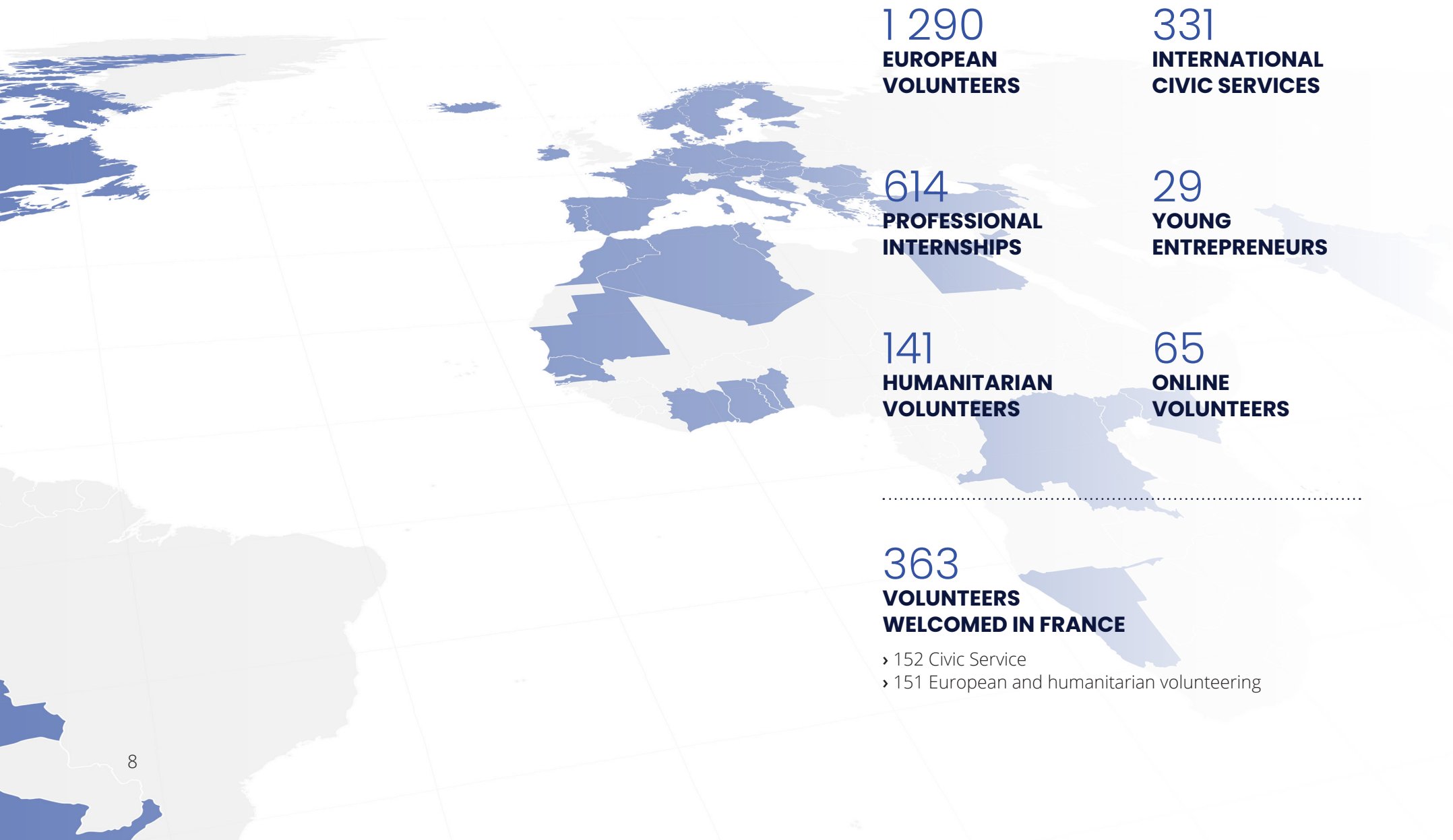
#### EMPLOYEES

supported by volunteers





› 81 countries of operation in Europe, Africa, America, Asia



› Main areas of activity of the missions

✎ A	Educational programmes (language courses, educational support)	📢	Media, communications and information
🎓	Education and training	🎨	Creativity and culture
👤	Combating poverty and social exclusion	⚙️	Organisation of skills training sessions
🔨	Construction or renovation projects in local communities	💚	Health and well-being
🌿	Environment and sustainable development	♀️	Gender equality
		🏳️	Citizenship and democratic participation

› Public in contact with participants during missions







## MOBILITY, A tool for making projects a reality

International mobility is much more than just a trip abroad; it is a **valuable opportunity for personal and professional development**. It allows participants to immerse themselves in new cultures, acquire a variety of skills and prepare for the job market.

Supporting the  
success of each  
project

**THE COMPÉTENCES+ METHOD**

To maximise results and achieve the objectives of an international mobility programme, **it is essential to design a well-defined project. A concrete project helps clarify the participant's objectives and to avoid the experience being perceived as a simple stay abroad.** To support participants in this process, ADICE has designed Compétences+, a educational method structured in five modules.

This method makes it possible to accurately **identify the participant's profile, prepare them and ensure regular follow-up so that their mobility remains consistent with their project.** This support process does not end at the start, but continues throughout the mobility period with monthly follow-up and a review upon return. It guarantees continuous support for the success of the mobility project.

Opening mobility to  
as many people as  
possible

**INFORMATION &  
AWARENESS-RAISING**

Approximately, each year:

**1000**  
**PEOPLE INFORMED**

**70**  
**INFORMATION MEETINGS  
ORGANISED**

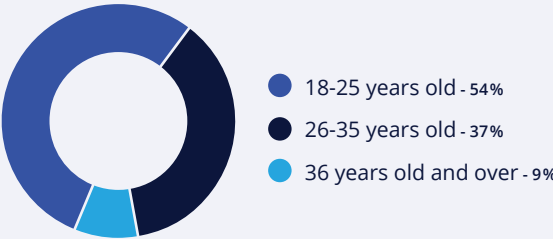
**50**  
**INTERVENTIONS AT TRADE  
FAIRS, EVENTS, ETC.**

**2**  
**EVENTS ORGANISED**

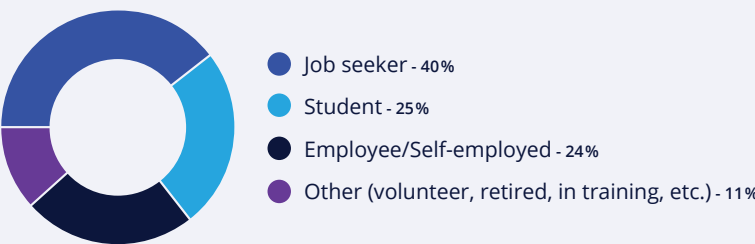


## Number of people in the audience

### › Age of participants



### › Participants' situation



### › Participants' level of education



## The Competences+ method

### MODULE 1 CREATING A MOBILITY PASSPORT

**Objectives:** Identify mobility issues related to the participant's background and objectives; define a suitable mobility project.

**Approach:** Create a personal mobility passport to serve as a guide for preparing and carrying out the project.

### MODULE 3 PRE-DEPARTURE TRAINING

**Objectives:** Prepare participants for new cultural contexts, anticipate challenges, and provide the keys to adaptation.

**Approach:** Three days of training to share projects, identify conditions for success, and acquire intercultural skills.

### MOBILITY: MONITORING

**Objectives:** To monitor, coordinate and evaluate learning.

**Approach:** Regular self-assessment and follow-up points to ensure the smooth running of the mobility programme.

### MODULE 2 INTERNATIONAL PROJECT VALIDATION

**Objective:** To validate the mobility project and formalise the formal agreement.

**Approach:** Signing of the mobility agreement, guaranteeing a structured framework.

### MODULE 4 FINALISING THE PROJECT

**Objectives:** Finalise the mobility project and formalise commitments.

**Approach:** Sign the contract with the host organisation and confirm logistical and administrative details

### MODULE 5 ASSESSMENT

**Objective:** To assess and validate the skills acquired and provide advice for future career plans.

**Approach:** Certification of skills and guidance on how to integrate them into the career path.

## Mentoring programme

In addition to the Compétences+ method, participants are invited to join an internal mentoring programme.

This programme allows them to be supported by mentors who have already had international mobility experience. These mentors share their knowledge, answer questions and guide participants to facilitate their integration and enrich their experience abroad.

**95%**  
of participants say they are **very satisfied** (57%) or **satisfied** (38%) with the support provided by ADICE.



# Tangible and impactful

## RESULTS

ADICE mobility programmes have a significant impact on participants, enabling them to develop essential skills and improve their employability.

**95%**  
of participants rated their mobility experience as **Positive** (23%) and **Very positive** (72%).

**86%**  
of participants feel they have **Fully achieved** (26%) or **Largely achieved** (60%) the objectives they set at the outset of their project.

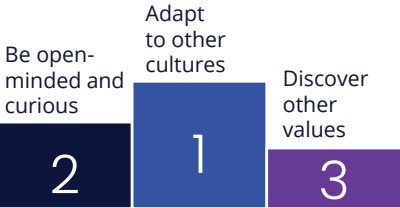
› Main areas of progress estimated by participants



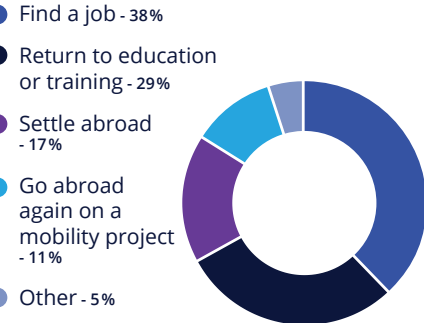
› Participants consider mobility to be a valuable way to:



› Interactions with the people met provided an opportunity to:



› Projections for participants at the end of their mobility programme:



# Two pathways, six mobility programmes

Through its mobility programmes, ADICE offers two distinct pathways:

- › A **solidarity-based pathway**, enabling participants to contribute to the common good and get involved in activities that align with their personal values.
- › A **skills development pathway**, providing a framework conducive to developing or putting professional skills into practice.

Accredited and certified as a sending organisation for each of its programmes, ADICE works exclusively with **trusted partners that are recognised and approved by European certification bodies or the relevant embassies.**

ADICE also strives to continuously expand and diversify its network by developing new partnerships. To strengthen exchanges and boost cooperation between these partners, ADICE has also created an informal network called '3EforYouth', which brings together around fifteen European organisations.



ADICEASSO  
Roubaix - France



2017 J'aime  
adiceasso formation pré-départ pour Charles,  
Elisa, Lise et Eliane 😊  
Il y a 10 min

Solidarity-based pathway

<b>European Solidarity Corps – Solidarity projects</b> European programme	Volunteering opportunities allowing young people to participate in solidarity projects across Europe, actively contributing to the development of local communities.	2 to 12 months	Aged 18 to 30	EU member states and associated countries	
<b>International Civic Service</b> French programme	Volunteering experience enabling young people to engage in community-based projects abroad, while supporting their social and professional integration.	6 to 12 months	Aged 18 to 25 <sup>1</sup>	Non-EU countries	
<b>European Solidarity Corps – Humanitarian aid strand</b> European programme	Volunteering opportunities for young people wishing to take part in humanitarian missions outside Europe, with the aim of supporting vulnerable populations.	6 to 12 months	Aged 18 to 35	Non-EU countries	
<b>Volontariat de Solidarité Internationale</b> French programme	Expertise-based volunteering placements, supporting local communities in developing countries in collaboration with partners such as NGOs.	12 to 24 months	Aged 18 and over	Non-EU countries	

<sup>1</sup> up to 30 for young people with disabilities

Accommodation  
 First aid training (PSC1)

Meals  
 Insurance

Transport  
 Language support

Monthly allowance  
 Additional training provided by the programme

› Main motivations of participants



80% of participants believe they had a **Positive** (48 %) or **Very positive** (32 %) impact on the host organisation or local community.

92% of participants state they took part in activities that **Fully** (50 %) or **Mostly** (42 %) reflected their personal values.



*Listening, discussing, giving my opinion, debating... all of that in a language other than my own — it was a real challenge during my mobility experience. But gradually, it became natural and enjoyable. The French lessons I gave really improved my speaking skills, time management, and my ability to interact without judgment, with kindness.*

**Mawel, 21**  
European Solidarity Corps,  
2 months, Croatia



*My volunteering experience in Portugal was incredibly enriching and fulfilling. I'm extremely grateful for it, as it allowed me to grow and to get involved in many initiatives that have a positive impact.*

**Anne-Sophie, 24**  
European Solidarity Corps,  
6 months, Portugal



*I felt the need for a change and to give myself time to find the right training path. This assignment immediately appealed to me for its social and environmental dimension — it was important for me to stay connected to my field of study, to contribute something, and to keep learning at the same time.*

**Maxime, 20**  
Civic Service,  
6 months, Morocco



Skills development pathway

<b>Erasmus+ professional internship</b> European programme	Professional internship opportunities for jobseekers, aimed at developing technical, professional and intercultural skills.	3 or 6 months	Jobseekers	EU member states and associated countries	
<b>Erasmus for Young Entrepreneurs</b> European programme	Exchange programme allowing new entrepreneurs to train alongside experienced business owners, gaining practical knowledge and entrepreneurial skills in another European country.	1 to 6 months	Have a business project less than 3 years old	EU member states	

- Accommodation
- First aid training (PSC1)
- Meals
- Insurance
- Transport
- Language support
- Monthly allowance
- Additional training provided by the programme

› Main motivations of participants



87% of participants consider that mobility contributed **Positively** (56 %) et **Significantly** (31 %) to their professional development.

100% of participants feel they have a **Very good** (75 %) or **Good** (25 %) ability to adapt to different professional environments.



Being entrusted with numerous responsibilities has made me more independent and confident in my abilities. I have improved my organisational skills and public speaking, not only in French but also in Spanish and English. I have particularly strengthened my knowledge of human rights, an area in which I had never really specialised before.

Thomas, 25  
Erasmus+ professional internship,  
6 months, Belgium



I got involved in this professional mobility project with the aim of becoming more familiar with the field of data analysis and gaining practical experience in this area.

Rose-Mary, 29  
Erasmus+ professional internship,  
3 months, Italy



I think I have learned a lot about different fields and sectors, not just fashion design, but also business strategy, marketing and management. So I take notes on everything I do, knowing that it will be useful for my project in the future.

Inés, 25  
Erasmus for Young Entrepreneurs,  
6 months, Germany



# INTERNATIONAL cooperation and training

ADICE develops European and international projects with the aim of **enhancing its support and educational tools**.

With her extensive experience, ADICE also coordinates initiatives aimed at strengthening the capacities of her partners in a sustainable manner. These actions help improve their impact on local communities while ensuring a high-quality welcome for participants in international mobility programmes.

63  
EUROPEAN  
PROJECTS

## European cooperation

ADICE collaborates with numerous European organisations to improve the quality of its educational support.

The results of these projects are designed to feed into the participant support process through training content, the development of new tools, and ongoing training for the team.

82  
SUPPORTED  
ORGANISATIONS

## Capacity building

With over 25 years of experience, ADICE uses its expertise to help build the capacity of organisations around the world.

These initiatives aim to equip partner organisations with the skills and methods they need to develop, while improving their quality to ensure the best possible experience for ADICE participants.

10  
TRAINING COURSES  
EVERY YEAR

## Training

As a Qualiopi-certified training organisation, ADICE offers a range of training courses for local organisations.

These sessions cover topics such as managing international mobility projects, preparing participants, welcoming volunteers and providing support for setting up Erasmus+ projects.





# Enhancing support for participants

## EUROPEAN PROJECTS

› Examples of projects developed by ADICE

### ePASSPORT – 2022 🌐

#### DIGITAL TRANSITION OF SUPPORT

The ePassport project, developed in response to the COVID-19 crisis, aims to **modernise support for mobility projects through hybrid and virtual solutions**. Participants benefit from flexible support that is better tailored to their needs, thanks to resources such as the ePassport, a personal logbook that helps them build their project, a guide to designing online training courses, and manuals for remote monitoring during mobility.

### MIND – 2024 💚

#### MENTAL HEALTH

The MIND project aims to **improve the emotional well-being of participants** in international mobility programmes. Thanks to mental health training integrated into the preparation module and a practical guide, ADICE project managers are better equipped to prevent, detect and support participants on these issues before and during their mobility.

### MOBILITY+ – 2018 📄

#### KEY SKILLS

The Mobility+ project was designed to **improve the preparation and support provided to participants** in international mobility projects. By creating practical tools, such as a methodological guide for identifying profiles and a portfolio for assessing key skills, ADICE has improved the effectiveness of its workshops, enabling the skills acquired during mobility experiences to be better valued.

### EGREEN – 2023 🌱

#### SUSTAINABLE DIGITAL TRANSITION

eGreen aims to **raise participants' awareness of environmentally friendly digital practices**. As part of the project, tools such as a guide to reducing one's footprint, training and an interactive quiz were integrated into the participants' preparation for their mobility training to encourage them to adopt more sustainable digital behaviours.

Find all the tools created on [adice.asso.fr](https://adice.asso.fr)





# Supporting organisations internationally

CAPACITY BUILDING

› Areas of expertise in volunteer management

## SAFETY & PREVENTION

Ensure a safe environment to prevent risks and manage emergencies.

- ⚡ Risk assessment and use of risk matrices
- 🛡️ Implementation of safety protocols
- 🌐 Crisis management and evacuation plan

## NEEDS ANALYSIS & LOGISTICS

Identify resources and structure a suitable welcome for each volunteer.

- 🧑 Analysis of volunteers' specific needs
- 🔗 Logistical organisation and structuring of the welcome
- 🎓 Training for volunteers upon arrival

## MENTORING & SUPPORT

Supporting volunteers in their integration and valuing their experience.

- 🗨️ Support with cultural integration
- 📅 Individualised and structured monitoring of volunteers
- 👋 Facilitation of intercultural challenges
- 📈 Recognition of acquired skills

## PROJECT MANAGEMENT & INNOVATION

Structure, monitor and evaluate projects to maximise their impact.

- 🎯 Defining and prioritising needs
- 📅 Coordinating and monitoring activities
- 🔍 Measuring results and evaluating impact
- 💰 Developing and managing budgets and resources

# Supporting local organisations

TRAINING COURSES

## INTERNATIONAL MOBILITY ADVISOR

Target audience: Youth workers, social workers, adult educators  
Gain or enhance skills in managing international mobility projects.

## IMPLEMENTATION OF EUROPEAN COOPERATION PROJECTS

Target audience: Youth workers, integration professionals, adult educators  
Acquire the skills to develop and manage European cooperation projects, with a focus on methodology, monitoring and evaluation.

## SETTING UP ERASMUS+ PROJECTS YOUTH AND ESC

Target audience: Youth and integration professionals  
Plan and implement Erasmus+ Youth and European Solidarity Corps projects, incorporating monitoring, support and evaluation aspects to ensure a lasting impact.

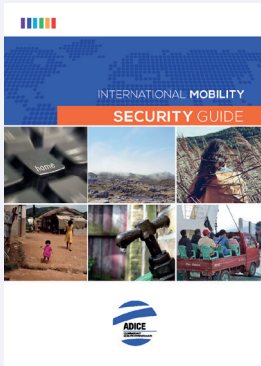


# Publications

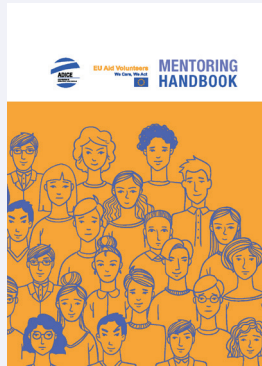
OVER 40 RESOURCES AVAILABLE  
AT ADICE.ASSO.FR



› Handbook –  
Understanding and  
valuing your competences



› Guide – Security in  
international mobility



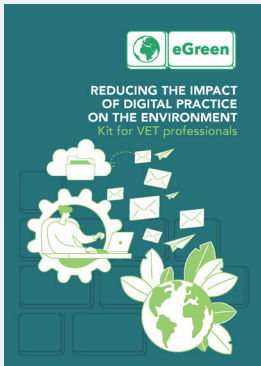
› Handbook – Hosting and  
supporting a volunteer



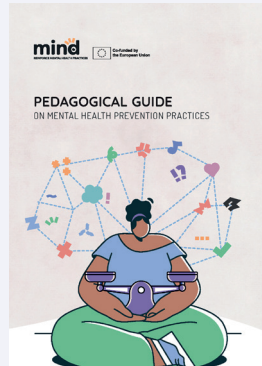
› Guide – Volunteering  
mangement



› Booklet – Building your  
international mobility  
project



› Guide – Reducing the  
environmental impact of  
your digital practices



› Guide – Mental health  
prevention practices



› Guide – Setting up a  
mentoring system





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