



The IMAA & thenetworkone Exchange Program

what does it cost? we have tried to minimise the costs associated with this program as much as possible and would suggest any participating agencies should be looking at the following possible expenditure:

exchange organisation: No charge, covered by IMAA / TNO membership.

flights / travel: Participating agencies pay for their own employees' travel to the selected destination. Additional personal travel whilst away should be at the individual employee's expense or at the discretion of the sender agency.

salary: Participating agencies pay their own employees as normal. It is the responsibility of the individual employee to arrange with their employing agency how their personal funds might be accessed whilst away if so required.

accommodation: If possible participants would be asked to 'swap' homes for the duration of the exchange. Otherwise, accommodation costs (such as hotels) would need to be met by the sender agency.

expenses: At the discretion of the participating agencies.

what is the main benefit to the agency? There are several key benefits for participating agencies in this program.

1. it is a great reward to offer existing employees you wish to retain and a huge incentive to offer to prospective new employees.
2. once the employee has been on the exchange programme, the agency benefits from having additional practical international knowledge in-house.
3. whilst the exchanged employees are in the agency, there is an opportunity for a cultural and ideas exchange to take place between all members of the agency and the exchanged employees.
4. the agencies participating will form new professional friendships and maybe develop additional opportunities outside the program.
5. the cost of the program is minimal.



Next steps?

1. If you would like to participate in our program as an exchange, please contact Sam for the Application form which needs to be completed by the Individual and the Agency.
2. If you are willing to host/swap employees from another agency, please let Sam know.