PHOENIX INITIATIVE COLOMBIA

FOUNDATION PROJECT · PUBLIC VERSION

Alianza France-Colombia

July 2025 to October 2026 · Programme closed

240 M COP
spent

45,000 EUR
paid in France by the French association and a corporate patron

Pesos and euros: never added together.

→ **15 participants identified**



THE CONTEXT

A bridge to a trade in France

A young immersion and mobility programme between France and Colombia, launched in 2025.

For young members of the Phoenix teams, retraining or returning to work, towards baking and pastry.

The photos illustrate the trade: no participant appears in them.

Photo: Illustration of the trade, Pau (France), 30/04/2025, no participants · Fundación Phoenix Iniciative



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FOR WHOM

15

participants identified

Phoenix members who travelled to France or were reimbursed, July 2025 to October 2026

✓ Counted: tickets, agreements and statements



WHAT WE SET OUT TO DO

A path in two stages

Selection

by the Foundation: file and interviews

Immersion

in craft businesses in France

Visa

long-stay visa application

Contract

employment or apprenticeship, once the visa is granted

Travel

tickets and insurance paid in France

Costs

transport, meals and lodging, in pesos

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STEP BY STEP

Three waves and a decision

2025

Summer and autumn: first participants in France

Dec. 2025 to Apr. 2026

Second group of participants

Summer 2026

Third group of participants

2026

The Foundation decides not to renew the programme

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WHAT WAS ACHIEVED

The Alianza in figures

15

participants identified

✓ per the documents

10

participants with an internship agreement

✓ per the documents

4

host companies in France

✓ per the documents

1

long-stay visa with an employment contract

✓ per the documents

No target set beforehand. Another participant has a permanent contract, visa under appeal. Effects on training: not measured.

THE MONEY

240 M COP

spent

Donations to the French association → **Contributions transferred to the Foundation** → **Reimbursements in pesos to participants**

Separately, in France, the French association and a sponsoring company paid 45,000 EUR in euros: tickets, insurance and advanced costs.

The French association is a separate legal entity. Pesos and euros are never added together.

Exact details: the project's public report (INF-ALIANZA-v1)

THE MONEY

Where did the money go?

240 M COP
spent in total

Reimbursements with a written request	200 M COP	85%
No written request, and levies	36 M COP	15%



Exact details: the project's public report (INF-ALIANZA-v1)

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How do we know?



1%

Supported

Levies visible on the statements

85%

Probable

Each reimbursement has a written request

14%

Declared

Confirmed by the legal representative

0% reconstructed

0% estimated

Expense statements with receipts are missing.

Exact details: the project's public report (INF-ALIANZA-v1)

IN ALL HONESTY

What is still to be documented

What we do not know, we say.

Expense statements and receipts for reimbursements	to gather
Written requests for six payments and one transfer	missing
Review of a related host company	with the accountant
The outcome of 2 hiring files	not documented
The board minutes closing the programme	to be signed

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WHAT WE LEARNED

What we will do better

recommendation

- Prepare each mobility with both countries, before departure
- A written agreement per mobility: purpose, duration, costs, responsibilities
- An expense statement required for every reimbursement
- No company linked to a director hosts without prior review

Turning our scars into paths.

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TOGETHER

Those who built the bridge

4 craft host companies in France
hosted participants in Hautes-Pyrénées and Occitanie

Fondation Phoenix Initiative France
French association, a separate entity: tickets, insurance and advanced costs

SENA, UNAD and other institutions
proposals sent: no signed agreement, no recognition

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Thank you

To the participants and the host companies.

A programme of FUNDACION PHOENIX INICIATIVE (Fundación Phoenix Initiative Colombia) · NIT 901899379-2 · Rivera (Huila), Colombia

Full public report: INF-ALIANZA-v1 · contact@foundationphoenix.org

Photos illustrating the trade (Pau, France): no participant appears in them.