

Global NEST Schemes – An Audit

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Overview

Name of programme	Australian Volunteers International (AVI)	British Council English Language Assistants	CfBT (Brunei)
Location	Various	Various	Brunei Darussalam
Length of contract	1–2 years	1 year	2 years
Teaching qualification required	Yes	No	Yes
Experience required	Yes	No	Yes
Induction/training	Pre-departure and in-country	In-country; possibly pre-departure briefing	Pre-departure and in-country
Institution	Various	Secondary, primary, vocational or state language school or university	Primary schools, secondary schools and pre-university colleges
Outlay	<ul style="list-style-type: none"> ■ Dental pre-departure clearance ■ Any ongoing health management of pre-existing or non-stable medical conditions ■ First-aid training 	<ul style="list-style-type: none"> ■ Assessment day travel ■ International Child Protection Certificate (ICPC) ■ Pre-departure briefing travel costs ■ Cost of travel to and from post (China travel reimbursed post-contract) ■ Travel insurance ■ Medical insurance ■ Visas and travel to and from visa appointments ■ Inoculations and medical checks ■ Accommodation in the country (except China) 	Compulsory private medical insurance (provided and subsidised by CfBT)
Website(s)	www.australianvolunteers.com/home.aspx	https://www.britishcouncil.org/study-work-create/opportunity/work-volunteer/english-language-assistants	https://www.educationdevelopmenttrust.com/en-GB/what-we-do/where-we-work/brunei www.cfbt.org/bn/index.asp www.cfbtvideos.org

Name of programme	Cuso International	English Program in Korea (EPIK)	Foreign English Teachers in Taiwan (FETIT)
Location	Various	Korea	Taiwan
Length of contract	1–2 years	1 year	10–11 months
Teaching qualification required	Yes	Varies by pay scale level	Yes
Experience required	Yes	Varies by pay scale level	Preferred
Induction/training	Pre-departure and in-country	Pre-departure and in-country	In-country
Institution	Various	Primary and secondary schools (6–18)	Primary (6–12 years) and Junior High (12–15 years) schools
Outlay	<ul style="list-style-type: none"> ■ Portion of travel expenses and accommodation costs related to attendance at assessment day ■ Pre-departure dental check-up and treatment (for placements of six months or longer) ■ Fundraising 	<ul style="list-style-type: none"> ■ Application documents and visa costs ■ Travel costs (reimbursed) ■ Percentage of compulsory medical insurance and pension contributions deducted from salary 	Unspecified
Website(s)	http://cusointernational.org/	www.epik.go.kr/	http://english.moe.gov.tw/ct.asp?xItem=1407&ctNode=502 https://sites.google.com/site/foreignenglishteachersintaiwan/home/in-service https://sites.google.com/site/fetits/

Name of programme	Fulbright English Teaching Assistant (ETA)	Japanese Exchange and Teaching (JET) Programme	Native-speaking English Teacher (NET) Scheme
Location	Various	Japan	Hong Kong
Length of contract	9–12 months	1 year	2 years
Teaching qualification required	Varies by country	No	Yes
Experience required	Varies by country	No	Yes (for Secondary)
Induction/training		Pre-departure and in-country	
Institution	Various: from elementary and secondary schools to university language departments	Junior High, Senior High and Elementary Schools (6–18 years old)	PNET: primary school (6–11) SNET: secondary school (12–18)
Outlay	Expenses related to attendance at any orientation programmes in host country	Costs during the period (up to six weeks) before first paycheck	<ul style="list-style-type: none"> ■ Required medical examinations ■ Employment visa applications ■ All costs incurred attending interview(s)
Website(s)	http://us.fulbrightonline.org/fulbright-us-student-program http://us.fulbrightonline.org/about/types-of-grants/english-teaching-assistant-awards	www.jet-uk.org www.jetprogramme.org	http://www.edb.gov.hk/en/curriculum-development/resource-support/net/index.html www.nesta.hk/

Name of programme	Peace Corps	Volunteer Service Overseas (VSO)
Location	Various	Various
Length of contract	27 months	1–2 years
Teaching qualification required	No	Yes
Experience required	Yes	Yes
Induction/training	Pre-departure and in-country	Pre-departure and in-country
Institution	Various	Teacher training colleges, regional education bureaus and universities
Outlay	Physical examination for final medical clearance	<ul style="list-style-type: none"> ■ Medical examination with GP and dental check-up ■ Personal effects insurance ■ National Insurance and pensions contributions ■ Any professional memberships and registrations ■ Fundraising
Website(s)	www.peacecorps.gov	www.vso.org.uk

Audit

Australian Volunteers International (AVI)	
Location	Various countries across Africa, Asia, the Pacific and the Middle East, Latin America and the Caribbean
Entry criteria	<p>Candidates for the Australian Volunteers for International Development programme must be:</p> <ul style="list-style-type: none"> ■ An Australian citizen, an Australian permanent resident OR a New Zealand citizen resident in Australia ■ At least 18 (no upper age limit) <p>Most assignments require a professional qualification and relevant work experience – usually two years or more.</p> <p>Candidates need to receive child protection clearance and undertake compliance with the AVI Code of Conduct.</p> <p>Candidates must possess the following qualities:</p> <ul style="list-style-type: none"> ■ A desire to help build the capability and skills of others ■ Respect for different cultures ■ A willingness to listen to and learn from other people ■ The ability to adapt to changing situations ■ Resourcefulness and tolerance <p>Candidates must possess the following personal competencies:</p> <ul style="list-style-type: none"> ■ Integrity ■ Ability to manage stress ■ Self-reliance and self-confidence ■ Self-awareness ■ Resilience ■ Cross-cultural sensitivity ■ Ability to work with and develop others ■ Flexibility ■ Ability to problem-solve ■ Achievement oriented <p>Other requirements are assignment and role specific.</p>

<p>Selection process</p>	<p>Quarterly Information Sessions are held in most capital cities throughout Australia (pre-register on website to attend).</p> <p>Assignments are advertised on a quarterly basis on the AVI website, usually for a period of three weeks. Candidates who register as a member are emailed when new jobs become available. Detailed Assignment Descriptions accompany adverts and include selection criteria.</p> <p>A written application, comprising a Response to the Selection Criteria and a CV should be uploaded on the website in direct response to individual advertisements.</p> <p>Applicants receive advice on the progress of the application within three weeks from the close of applications date.</p> <p>Applicants shortlisted for interviews are contacted prior to interview by a Recruitment Consultant to establish availability, commitment, relationships, motivation for applying, financial obligations. Unsuccessful candidates are also informed and/or alternative options are discussed.</p> <p>The first interview is a structured, behavioural 90-minute telephone or face-to-face interview with a Recruitment Consultant. Following this, the candidate is asked to carry out in-depth research to ensure they are fully aware of the issues, risks and challenges they will face in post. AVI provides country and security notes, and possibly also contact details of relevant volunteers.</p> <p>Applicants need:</p> <ul style="list-style-type: none"> ■ Health clearance, i.e. general, mental, dental health and vaccination protection (AVI provides assistance and contributes to costs.) (It is possible to proceed with pre-existing or non-stable medical conditions; in this case a Health Management plan needs to be prepared and approved by AVI.) ■ Police clearance ■ First-aid training, equivalent to the Australian standardised ‘Apply First Aid’ certificate – HLTF311A, to be completed within three years of the start date of the assignment <p>The second Interview is conducted face to face or via an online video link with an AVI Recruitment Consultant to assess personal competencies, commitment, child protection awareness and relationship issues, in addition to informed knowledge of the risks and constraints, as based on the applicant’s research.</p> <p>At this point verbal or, if not possible, written references are checked.</p> <p>Successful applicants receive a conditional offer.</p> <p>If the offer is accepted, AVI forwards information regarding visa application and administrative forms. If appropriate, contact is facilitated with the relevant Country Manager or overseas employer.</p> <p>Candidates must satisfactorily complete a pre-departure briefing (see below).</p> <p>A written confirmation of the offer is sent out to successful candidates. There is usually a period of at least four weeks’ notice before departure.</p> <p>The process from advertisement of post to departure on assignment generally takes 20 to 22 weeks.</p> <p>AVI Recruitment Consultants can be contacted at any time to assist with the application process.</p>
<p>Length of contract</p>	<p>Usually 12–24 months. Optimum length of assignments is 24 months; some assignments may have the flexibility to be shortened or divided into a series of shorter assignments.</p>
<p>Possibility for renewal</p>	<p>Unspecified</p>
<p>Early termination</p>	<p>Volunteer may be liable to refund all expenses.</p> <p>Emergencies and changes in circumstances are dealt with on a case-by-case basis.</p>
<p>Institution</p>	<p>Various</p>

Benefits	<p>AVI covers the costs of:</p> <ul style="list-style-type: none"> ■ Medical clearance (bar dental) ■ Return airfares ■ Visas ■ Medical insurance ■ Living allowance ■ Accommodation ■ Post-assignment medical (if completed within six months of assignment end) <p>If the assignment is seven months or longer in duration, AVI provides a settling-in allowance and a resettlement allowance.</p>
Outlay	<p>Volunteers cover the costs of:</p> <ul style="list-style-type: none"> ■ Dental pre-departure clearance ■ Any ongoing health management of pre-existing or non-stable medical conditions, as approved by AVI ■ First-aid training
Role/ responsibilities	<p>Volunteers are expected to pass on skills to the staff of their host organisations, and to work in advisory and training roles.</p> <p>Volunteers have a detailed assignment description with set objectives. The volunteer and their employer develop a work plan to meet the objectives. AVI holds regular review sessions with the volunteer and employer to receive feedback on the progress of the volunteer's assignment and how the benefits can be sustained.</p>
Contact hours	Assignment specific
Induction	<p>There is a three-day Compulsory Pre-Departure Briefing (usually in Melbourne), based on adult learning principles relating to the country and culture of assignment, international aid and development issues, personal safety and health, and general volunteering matters. This also provides an opportunity to meet with assignment country nationals and returned volunteers. Pre-reading is sent out.</p> <p>Acceptance into the programme is conditional on successful completion of the briefing, including successful application of pre-reading and research and demonstration of personal competencies.</p> <p>On arrival in country, volunteers participate in an In-Country Orientation, Security Briefing and cultural and language preparation.</p>
Training	<p>Volunteers receive increasing amounts of information from the time they apply to the time they begin their assignment, including detailed country notes and reading material. Volunteers are also expected to undertake their own research and exploration of issues and strategies to ensure success in all aspects of their assignment.</p> <p>In some countries formal language training is provided as part of the In-Country Orientation. In some programmes there are grants available for further language tuition.</p>
Mentoring/ support	<p>Volunteers arrive as a group and are met by the Country Office staff and introduced to their Host Organisation. Assistance with any housing or local orientation is shared between the Country Office and the Host Organisation.</p> <p>There are regular review sessions of the progress of the volunteer's assignment with AVI and the employer.</p>
Management structure	Varies within Host Organisations. AVI Country Managers monitor volunteer and Host Organisation satisfaction with the placement.
Accommodation	<p>Either provided by the overseas employer, or AVI provides an accommodation allowance.</p> <p>In some countries, high rental costs may mean sharing accommodation.</p>

Medical	<p>Medical insurance is covered by AVI.</p> <p>AVI organises a pre-departure consultation with a doctor and travel medicine specialist who can give more information and guidance on how to stay healthy while on assignment.</p> <p>AVI works with an agency that can organise 24-hour medical assistance. All AVI volunteers receive an emergency card with the agency's telephone number prior to departure.</p> <p>In most cases, volunteers will need to pay medical expenses up front, but will recover the costs after submitting a claim form to the insurance providers.</p>
Insurance	<p>Provided by AVI</p>
Other support	<p>The AVI Country Manager is the primary contact, whether in the country or based in Australia.</p> <p>There are AVI offices in many countries and partnerships with local organisations to ensure on-the-ground support if needed.</p> <p>Other AVI volunteers can also provide support.</p> <p>On re-entry, support is provided in the form of post-assignment debrief workshops, review meetings and social functions with other returning volunteers. Returning volunteers also have access to three hours of confidential counselling services for up to 12 months from the end of their assignment.</p>
Holidays	<p>Usually the same leave allowances as local employees</p>

British Council English Language Assistants

Location	Asia: China Europe: Austria, Belgium, France, Germany, Italy, Spain, Switzerland Latin America: Argentina, Chile, Colombia, Ecuador, Mexico North America: Canada (Québec)
Entry criteria	Candidates must: <ul style="list-style-type: none">■ Be a native-level English speaker (assessed on the quality of written application, university reference, educational background and telephone or face-to-face interview if necessary)■ Have completed secondary education in the UK (or hold a UK passport if all their secondary education was completed abroad) and have at least two years' higher education by the start of the post (i.e. be a student who has completed their second or final year of university or a recent graduate). Candidates who completed their secondary education in Ireland are eligible as long as they are studying at a UK university at the time of application.■ Be flexible regarding post preference■ Not have lived in the country they are applying to for 12 months (unless they are applying for a consecutive year)■ Be able and willing to complete the full period of appointment■ Be able to apply for an International Child Protection Certificate (ICPC)■ Be aged 30 or under (35 and under in France)■ Hold an AS level/Higher Grade or equivalent in the language of the host country (excluding China) <p>See website for country-specific requirements.</p> <p>In some countries, priority is given to language undergraduates seeking to fulfil the requirement for a compulsory year abroad.</p>

Selection process	<p>Once applicants have registered online they receive an automated email with details of the next steps in the application process, a checklist of the supporting documents that need to be included in the application and Guidance Notes.</p> <p>Shortlisted candidates for some countries (Canada, China, Latin America and Switzerland) are invited to an assessment day, consisting of group-based activities in the morning and individual interviews in the afternoon.</p> <p>The morning session tests:</p> <ul style="list-style-type: none"> ■ Presentation and communication skills ■ Lesson planning ■ Ideas for material/resources ■ Knowledge of UK contemporary culture ■ Contributions to group discussion ■ Potential to motivate and enthuse students ■ Ability to think on feet ■ Taking initiative ■ Enthusiasm ■ Leadership qualities <p>The interviews are likely to touch on issues related to:</p> <ul style="list-style-type: none"> ■ Motivation to be an English language assistant ■ Understanding and awareness of cultural difference ■ Coping with challenging aspects of living in first-choice country ■ How other work experience may relate to being an assistant ■ How the candidate plans to build a social life outside the school/university in which they will work. <p>Candidates applying to Canada, Latin America or Switzerland will also be asked a few informal questions in the foreign language concerned.</p> <p>For all other countries, some candidates may be assessed by telephone interview where areas of their application need to be followed up.</p>
Length of contract	Usually one academic year. Dates vary by country.
Possibility for renewal	Yes, up to three separate times, regardless of whether the posts were in the same or different countries and whether they were in consecutive or non-consecutive years. (In some countries, priority is given to first-time applicants.)
Early termination	Sufficient written notice must be given to the school (usually one month), with copies sent to the partner organisation, the British Council in the UK and the Language Assistant's university if they are on their year abroad.
Institution	Secondary, primary, vocational or state language school or university – varies by country
Outlay	<p>Volunteers cover the cost of:</p> <ul style="list-style-type: none"> ■ Travel to and from assessment day if there is one ■ Cost of International Child Protection Certificate (ICPC) ■ Cost of travel to and from British Council pre-departure briefing (if there is one) ■ Cost of travel to and from your post (China – will be reimbursed on completion of contract) ■ Travel insurance ■ Medical insurance ■ Visas and travel to and from visa appointments ■ Any necessary inoculations and medical checks ■ Accommodation in the country (except China)

Role/ responsibilities	<p>Support the English teacher by planning activities, texts, role plays and games using textbooks, newspaper/magazine articles, photos, pictures, maps, CDs, videos, DVDs or any other media to enable students to practise their English.</p> <p>In China, Latin America or Switzerland Language Assistants often have to teach whole classes. Assistants in other countries take small conversation groups or team teach with the class teacher. They are the main resource for native speaker reading, pronunciation, dictation and speaking.</p> <p>Language assistants should not have to:</p> <ul style="list-style-type: none"> ■ Discipline pupils regularly ■ Mark work ■ Teach other subjects ■ Work extra hours unpaid ■ Cover for illness ■ Be responsible for the overall curriculum.
Contact hours	12–20 hours a week
Induction	Varies by country. Ranges from one day (Switzerland) to two weeks (assessed) in China.
Training	<p>The British Council helps with lesson planning.</p> <p>There is a Language Assistants manual that complements the website (link sent prior to departure). The local British Council office can be contacted for ideas regarding materials and cultural activities.</p>
Mentoring/ support	<p>The school appoints a teacher to be the Assistant’s mentor.</p> <p>There are two online mentors on the Discussion list on the Language Assistant site; newly appointed Language Assistants are automatically subscribed to the e-group list and receive the emails of other assistants appointed to the same country.</p>
Management structure	The employer is the education authority, school or university where the Language Assistant will be working, not the British Council.
Accommodation	<p>Not every school provides accommodation. The school should be able to offer advice, but Language Assistants should be prepared to make their own arrangements.</p> <p>Schools in Canada or Latin America will almost certainly provide at least temporary accommodation. In China accommodation is usually provided on or near campus.</p>
Medical	<p>For EU countries, Language Assistants need to obtain a European Health Insurance card (EHIC) to cover emergency healthcare.</p> <p>In Austria, France and Germany, a contribution to the national social security system is automatically paid from the Language Assistant’s salary so there is no need for extra medical insurance.</p> <p>In Spain, Language Assistants have student status, so there are no social security payments and an EHIC is necessary.</p> <p>In Italy, Language Assistants’ status is that of semi-student/worker and an EHIC is necessary.</p> <p>For Belgium, China, Latin America or Senegal, it is advised to take out fully comprehensive medical insurance, including repatriation coverage.</p> <p>In Canada, Language Assistants are covered by the Quebec national insurance plan after 90 days for some medical expenses, but NOT if travelling outside Quebec.</p> <p>For Switzerland, Language Assistants are advised to take out a UK medical policy for the first few days and then take out a local policy.</p>
Insurance	Language Assistants are advised to take out travel insurance and an additional policy to cover all possessions, if not covered.
Other support	Assistants are advised to solve problems locally, using the existing infrastructure (mentor, head of department, representative at the local authority, partner organisation in-country, British Council UK).
Holidays	Appointments are made for the academic year. (There are different academic terms in Latin America.)

CfBT (Brunei)	
Location	Brunei Darussalam
Entry criteria	<p>Candidates must have:</p> <ul style="list-style-type: none"> ■ A degree from a university in Australia, Canada, Ireland, New Zealand, United Kingdom, South Africa, preferably in English/Linguistics/Humanities (Graduates with a degree from South Africa are eligible for secondary, but not primary, school positions.) ■ Qualified teacher status/teacher accreditation (PGCE, BEd, DipT, etc.) ■ Minimum three years' relevant classroom teaching experience post qualification. Additional EFL/ESL training/experience is preferable but not essential. <p>Candidates must be under 52 years old for primary teachers and under 55 years old for secondary teachers.</p>
Selection process	Apply online directly for positions advertised by CfBT. The main intake is currently in January.
Length of contract	Initial contracts are generally for two years.
Possibility for renewal	Yes. Average length of stay is 7.7 years.
Early termination	Information not available
Institution	Primary schools, secondary schools and pre-university colleges.
Benefits	<ul style="list-style-type: none"> ■ Spacious furnished accommodation ■ Return airfares and baggage allowance ■ Annual flight allowances for renewing teachers ■ Heavily subsidised private education for up to two children in Brunei at schools approved by CfBT (ages 5–18) or three children for teaching couples ■ Allowances for accompanying spouse and up to three children until they start primary school ■ Malay language and IT training ■ Interest-free car loan ■ Subsidised private group health insurance scheme plus free government health care for children under 12 and pregnant women ■ Settling-in Allowance per teacher and up to two accompanying children
Outlay	See medical insurance.
Role/ responsibilities	<p>Carry out normal teaching and related administrative duties to result in improving the proficiency of students and exam results. Duties are also likely to include extra-curricular activities (e.g. sports clubs, school magazine, etc.), extra classes for exam years and staff meetings. A small number of CfBT teachers teach literature.</p> <p>A small number of schools require teachers to be on evening duty once or twice a month to supervise students in hostels.</p>
Contact hours	<p>Typically about 12–16 contact hours a week. Additionally, secondary teachers are required to stay in school for an extra 4.5 hours (typically three afternoons) a week and primary teachers for three hours up to twice a week for extension activities and clubs.</p> <p>A typical school day runs from 7.15 a.m. to 12.30 p.m. Some schools run a double shift (7.30 a.m.–12.30 p.m., then 12.30 p.m.–5.30 p.m.) and teachers will only work one of those shifts. Occasionally, teachers are expected to attend events falling on Fridays, Sundays or declared national holidays.</p>
Induction	<p>A comprehensive recruitment video site provides information on a range of issues.</p> <p>As part of a pre-induction programme, managers are in touch with teachers during the period preceding travel.</p> <p>There is a comprehensive two-week-plus induction programme in the Brunei capital, comprising modules relating to customs and culture, professional modules (e.g. curriculum, expectations, etc.), practical modules (e.g. internet connection, banking, housing, etc.). There is also a smaller strand relating to professional development.</p>

Training	<p>There is a transcribed professional development programme, Teaching Plus; the induction programme constitutes part of this.</p> <p>Teachers (both CfBT and local) can take the Cambridge ICALT (In-service Certificate of Teaching English) and/or participate in CfBT SCOPE (O-Level upper secondary), IGCSE (upper secondary) and LSERP (lower secondary) training programmes.</p> <p>There are fortnightly primary teacher workshops and sharing sessions around the country.</p> <p>A CfBT CPD DVD series, Magic Moments, is distributed to all English departments.</p>
Mentoring/ support	<p>There is a mentoring scheme wherein newly appointed teachers are buddied up with an expatriate teacher already in Brunei. (There can be a number of teachers in a single secondary school, though usually only one in primary schools.)</p> <p>CfBT staff in the Professional Department support teachers and can liaise with headteachers, principals and the Ministry of Education. ELT Managers spend substantial time with newly recruited teachers both in the office and in schools and subsequently visit schools regularly throughout the year. Additional support is provided by CfBT-identified experienced Lead Teachers.</p> <p>Teachers are provided with materials to supplement those available in school, on an individual or school basis, or can borrow from the CfBT Education Centre in each district. Education Centres also have photocopying and computer facilities for the use of teachers.</p> <p>Teachers receive a monthly CfBT newsletter.</p> <p>Meetings are held in each district throughout the year to allow teachers to put questions to senior managers.</p>
Management structure	<p>Secondary schools are run by Principals, assisted by two Deputy Principals. Below that there is a hierarchy of Senior Teachers, Heads of Departments, etc. In primary schools there is a Head Teacher who is usually (depending on the size of the school) assisted by a Deputy. (Some CfBT teachers are Heads of Department in secondary schools or hold other administrative roles, but on the whole there is limited possibility of career progression in an individual school.)</p> <p>CfBT Project Managers manage 30–40 teachers each and visit schools weekly or fortnightly to provide support.</p>
Accommodation	<p>Temporary housing is provided upon arrival by the CfBT's Housing Department. They then work with teachers to find appropriate accommodation.</p> <p>Housing is generally relatively spacious and of a good standard; the majority of teachers live in large detached houses with a garden.</p> <p>Following their first contract, teachers are at liberty to look for lower-priced accommodation and keep the difference in the housing allowance if that is their preference.</p>
Medical	<p>Teachers and dependants aged 12 and above receive treatment at a nominal cost in government clinics. Government healthcare for children under 12 and pregnant women is free.</p> <p>CfBT provides a comprehensive insurance policy, which teachers must take out; this covers private medical treatment in Singapore or elsewhere (not North America) and is subsidised by CfBT.</p>
Insurance	<p>Several major international companies are represented in Brunei. House contents insurance and car insurance is reasonably inexpensive.</p>
Other support	<p>Practical assistance for teachers and families is provided by 30 support staff in CfBT offices in Brunei.</p>
Holidays	<p>Schools are closed on Fridays and Sundays, with Saturday being a working day.</p> <p>The school year is split into approximately equal terms, with a ten- or 14-day holiday between each term and a longer 4–5-week holiday in December. There are also a good number of public holidays. Teachers are normally free to take leave during the school holidays with the approval of the Ministry of Education.</p> <p>CfBT can approve up to ten days compassionate leave in the case of extraordinary family emergency or bereavement.</p>

Cuso International	
Location	<p>More than 40 countries, but currently the focus is:</p> <p>Africa: Cameroon, Ethiopia, Mozambique, Nigeria, Rwanda, Tanzania</p> <p>Asia: Cambodia, Indonesia</p> <p>Latin America and the Caribbean: Bolivia, Costa Rica, El Salvador, Guatemala, Guyana, Honduras, Jamaica, Nicaragua, Peru</p>
Entry criteria	<p>Candidates must:</p> <ul style="list-style-type: none"> ■ Be residents of Canada or the United States (Some programmes are limited to Canadian residents and some to American residents.) ■ Have a recognised qualification; for example, a degree ■ Have a minimum of two to five years of professional experience in a relevant field ■ Be willing to work for a modest local salary and to live in conditions similar to those of local colleagues ■ Be prepared to invest time in self-briefing and training before going to their placement ■ Be willing to learn the basics of the local language of where they'll be working. <p>Candidates should possess the required personal qualities:</p> <ul style="list-style-type: none"> ■ Self-assurance ■ Flexibility and adaptability ■ A flair for solving problems ■ The ability to work in a team ■ Sensitivity to the needs of others ■ A desire to learn and help others learn ■ A positive and realistic commitment to volunteering <p>Candidates are also required to obtain medical and criminal records clearances and successfully complete an assessment day.</p> <p>Volunteers should function at a Level 3 of 4 ability in French or Spanish on the Cuso International Language Scale in countries where these languages are required. Preference will be given to candidates who fulfil language requirements at this level.</p>
Selection process	<p>Apply online at website, including a CV, personal statement, and three references (one personal, two professional).</p> <p>Applications are assessed within four to six weeks and successful applicants at this point undergo a preliminary phone interview.</p> <p>If shortlisted, applicants attend an assessment day. If successful and following approval from the Partner Organisation, volunteers can proceed to pre-departure training and orientation.</p>
Length of contract	<p>One to two years, with limited short-term (three- to six-month) placements available for specialised placements or volunteers with significant experience.</p>
Possibility for renewal	<p>Yes. There is a modified application process determined on a case-to-case basis.</p>
Early termination	<p>Cuso International reserves the right to reclaim costs of medical training, pre-departure training and any preparation payments if a volunteer withdraws pre-departure.</p> <p>Volunteers ending their placement before completing 75 per cent of the planned period are offered a single direct flight home.</p> <p>If at least 75 per cent of the placement period is completed on termination, volunteers may receive cash in lieu of a post-placement flight – but not if the placement is terminated for disciplinary or health reasons; in those cases the volunteer may be required to fly by a fixed date if the at the expense of Cuso International.</p>
Institution	<p>Various – from community to national level</p>

Benefits	<ul style="list-style-type: none"> ■ Attendance at a Cuso International assessment day (some of the cost to be covered by candidates – see below) ■ Travel and accommodation costs associated with five-day pre-departure training course held in Ottawa ■ Return airfare and visa/permit (this includes a return flight in the case of a family emergency) ■ Coverage for required vaccinations, medications and health insurance ■ Accommodation while overseas ■ Quarterly payments to support candidates in their placement ■ Modest support for accompanying partners
Outlay	<p>Candidates are expected to cover a portion of the most cost-effective travel expenses and accommodation costs related to their attendance at a Cuso International assessment day.</p> <p>Volunteers cover the cost of a pre-departure dental check-up and treatment (for placements of six months or longer).</p> <p>All volunteers are encouraged to fundraise in support of Cuso International's programmes, with a suggested fundraising goal for each volunteer placement. Training, support and resources to help reach fundraising goals are provided.</p>
Role/ responsibilities	<p>Education volunteers work with colleagues locally, helping them to improve their teaching and leadership methodologies and practices. Roles include: primary teacher trainers, education leadership advisers and English teacher trainers.</p> <p>Volunteers' roles often change as the placement evolves and working relationships develop.</p>
Contact hours	Established with the local employer
Induction	<p>Pre-departure training – a minimum of 15 hours of self-directed activity via an online learning environment and a five-day face-to-face training course in Ottawa once matched to a placement.</p> <p>Issues explored include topics related to personal preparation, health and security, the role of values and behaviours in intercultural settings, the broader development context, as well as practical skills and attitudes needed during placements.</p>
Training	In-country training on arrival, focusing on information specific to the country and region of placement. Topics can include health, safety and security, language training, cultural orientation and development issues.
Mentoring/ support	<p>Volunteers are met on arrival in country by the Cuso or VSO country programme office. The country programme office organises further training and can provide support with any major personal, medical or security problems. Volunteers on a two-year placement receive a placement visit from a member of the programme office staff during their initial six months in placement, and an additional visit midway through their placement.</p> <p>In terms of their daily work, volunteers report directly to a local employer, i.e. Cuso International's local partner organisation, and are expected to approach the employer as a first contact.</p>
Management structure	During their placements volunteers are employed by the partner organisation in the country where they work.
Accommodation	<p>Provided by the local employer. Varies depending on the location of the placement.</p> <p>Some volunteers are asked to share accommodation with other Cuso International volunteers.</p>
Medical	<p>All volunteers and their accompanying dependants are covered for medical expenses arising from accidents or ill health while overseas and for up to three months upon their return to North America after their placement is complete (but not if the volunteer chooses to travel immediately following their placement and before returning home).</p> <p>Medical insurance covers any necessary medical treatment and medication prescribed by a qualified medical practitioner, including essential evacuation and related expenses in the case of a medical emergency.</p> <p>In-country programme office staff can advise on medical facilities in the area and are also able to provide advice and make arrangements for appropriate care.</p>

Insurance	<p>Volunteers and their accompanying dependants are covered for medical expenses (see above). Volunteers are responsible for insuring their personal items and are strongly advised to take out any personal effects insurance before departure.</p> <p>The medical and personal accident insurance covers volunteers at all times, including when driving a vehicle, operating a motorcycle or travelling as a pillion passenger. Volunteers are also automatically covered for third party liability if driving vehicles provided by Cuso International.</p>
Other support	<p>Handbooks:</p> <ul style="list-style-type: none"> ■ Cuso International Volunteer Handbook ■ Cuso International Health and Security Briefing Materials ■ Child Protection Code of Conduct ■ Placement and Country Briefing Information <p>Reintegration workshop at Cuso International's training centre in Ottawa, usually scheduled three to 12 months after volunteers return from their placement. Access to an Employee Assistance programme for up to six months after the end of their placement.</p>
Holidays	<p>A minimum of three working weeks' paid leave per year (one week for short-term specialist assignments) or the same amount as local colleagues, whichever is greater, with details to be established with the employer.</p>

English Program in Korea (EPIK)	
Location	Korea (metropolitan and provincial locations)
Entry criteria	<p>Applicants must:</p> <ul style="list-style-type: none"> ■ Be a citizen of a country where English is the primary language, i.e. Australia, Canada, Ireland, New Zealand, United Kingdom, United States and South Africa ■ Be a maximum of 62 years of age ■ Be mentally and physically healthy ■ Have studied from the Junior High level (7th Grade) and graduated from a university in one of the countries listed above. Have resided for at least ten years or more in a country where English is the primary language. (Ethnic Koreans with legal residency in a country where English is the primary language can apply, but must provide proof of English education beginning from the Junior high school level.) ■ Hold a minimum of a Bachelor's degree from an accredited university (Candidates in their final term/semester can apply if they are able to submit their certified diploma no later than one month prior to the start of their contract.) ■ Have a good command of the English language ■ Have the ability and willingness to adapt to Korean culture and lifestyle ■ Meet the requirements for an E2 visa. <p>Requirements regarding qualifications and teaching experience depend on pay scale, as follows:</p> <ul style="list-style-type: none"> ■ Level 1+: <ul style="list-style-type: none"> - After two consecutive years as Level 1 with the renewing province ■ Level 1: <p>Two years of full-time teaching experience plus one of the following:</p> <ul style="list-style-type: none"> - Bachelor's degree in Education, English* or Linguistics - Teacher's licence - TEFL/TESOL or CELTA certificate (100+hours) - Master's degree in any discipline - After one year as Level 2+ with the renewing province ■ Level 2+: <p>One year of full-time teaching experience plus one of the following:</p> <ul style="list-style-type: none"> - Bachelor's degree in Education, English* or Linguistics - Teacher's licence - TEFL/TESOL or CELTA certificate (100+ hours) - Master's degree in any discipline - Master's degree in Education, English* or Linguistics - Master's degree in any discipline with Bachelor's degree in Education, English* or Linguistics ■ Level 2: <p>Bachelor's degree in Education, English* or Linguistics</p> <p>OR</p> <p>Bachelor's degree in any discipline plus ONE of the following:</p> <ul style="list-style-type: none"> - Teacher's Licence - TEFL/TESOL or CELTA certificate (100+ hours) - One year full-time teaching experience - At least one year TaLK Scholar experience** - Master's degree in any discipline ■ Level 3: <p>Bachelor's degree in any discipline</p> <p>Note that at the time of this writing EPIK is not currently hiring at the (lowest) level 3.</p>

Selection process	<p>Apply by email attaching two scanned letters of recommendation. It is also possible to apply via Korean Consulates/Embassies and Recruiting Agencies and MOU/MOA Organisations.</p> <p>If applying by email, receipt confirmation will be sent approximately one week after submission of the application, followed by information regarding document collection and a timeline of when the processing of applications and interviews are expected to take place.</p> <p>All applicants must submit the National EPIK Application. Applicants hoping to teach with the Seoul Metropolitan Office of Education (SMOE) through EPIK must in addition submit the EPIK – Seoul Attachment Form.</p> <p>All applications are to be sent electronically. Hard copies of all documentation are required only on passing the initial screening and interview.</p>
Length of contract	One year (52 weeks)
Possibility for renewal	Yes. Salary increases with contract renewal in the same POE (Provincial Office of Education).
Early termination	Entrance Allowance (see below) to be repaid in the event that the contract is terminated within six months of its implementation, regardless of cause and including renewal contracts.
Institution	Elementary (6–12 years), Middle (12–15) and High (15–18) schools within a designated POE, possibly other educational facilities within the EPIK programme.
Benefits	<ul style="list-style-type: none"> ■ Income tax exemption benefit for the first two years (excluding Canadian citizens), on submission of documentation confirming legal residency in the home country ■ Settlement Allowance ■ Free furnished housing (see below) ■ Severance pay – equal to approximately one month’s salary, entitlement on completion of one-year contract ■ Entrance Allowance – paid at the end of the first contract month (after six months in Busan), issued as a form of loan from the employer. Exit Allowance – paid upon completion of the one-year contract ■ Renewal Allowance – paid upon successful completion and renewal of contract with the same POE. (In this case, the other allowances – Settlement, Entrance, and Exit – do not apply.) ■ Compulsory Medical Insurance – 50 per cent of premiums paid by host POE ■ 50 per cent of compulsory pension contributions covered by host POE (EPIK teachers holding American, Australian or Canadian citizenship are eligible for a lump-sum pension refund upon successfully completing their contract and departing Korea.)
Outlay	<p>Volunteers cover the cost of:</p> <ul style="list-style-type: none"> ■ Application documents and visa costs ■ Travel costs (reimbursed via Entrance/Exit Allowance.)
Role/ responsibilities	<ul style="list-style-type: none"> ■ Assist Korean teachers with their English classes and or jointly conduct English classes. ■ Conduct English conversation classes for Korean students and teachers. ■ Prepare teaching materials for English language education. ■ Assist in developing teaching materials for English language education. ■ Assist with activities related to English language education and other extra-curricular activities. ■ Demonstrate a good command of the English language, both written and spoken. ■ Perform other duties as specified by the host POE.
Contact hours	Eight hours per day, five days per week, excluding Saturdays, Sundays and Korean national holidays. Total instructional hours will not exceed 22 hours per week unless requested by the POE or the school, at which time overtime will be paid.

Induction	<p>All EPIK teachers receive mandatory orientation and training related to living and teaching in Korea. This is unpaid, but lodging and meals are provided free of charge.</p> <p>Online Pre-Orientation – 17 hours, before arriving in Korea. Certificate to be presented at on-site orientation (below).</p> <p>Main On-site Orientation and Mid-Semester Orientation – 30–45 hours, on arrival in Korea and before the school placement.</p> <p>The completion status of each programme is reported to POE and MOE supervisors.</p>
Training	<p>Online In-service Training: 15 hours – after arrival at the school. The completion status is reported to POE and MOE supervisors.</p>
Mentoring/ support	<p>The Korean co-teacher supervises the EPIK teacher and is responsible for directing and consulting and co-operating with the EPIK teacher concerning class work or life at home or in or around the school.</p>
Management structure	<p>EPIK teachers are employed by the Korean government and work within the public school system.</p>
Accommodation	<p>Free furnished housing is provided by the POE. The size and location can vary. Utilities and maintenance fees are NOT provided for. If housing is unavailable, a monthly rent subsidy will be provided by the host POE.</p>
Medical	<p>The host POE pays 50 per cent of the compulsory medical insurance with the remainder deducted monthly from the teacher’s salary (also for dependants of an EPIK teacher).</p> <p>This medical insurance provides access to medical attention and prescription medicines at a fraction of their original cost.</p>
Insurance	<p>See above for medical insurance.</p>
Other support	<p>The Administrative Office at each school arranges housing and is in charge of handling the contract, salary, insurance, tax, etc. for EPIK teachers. Any questions regarding these areas can be relayed to the Administrative office by the EPIK teacher’s Korean co-teacher.</p>
Holidays	<p>18 days’ paid vacation, plus approximately 14 national holidays.</p> <p>The school year generally begins on 1 March. School summer holiday begins at the end of July and finishes at the end of August; winter holiday begins at the end of December and finishes at the end of January or early February. The exact starting and ending dates can vary depending on the school. During holidays, EPIK teachers may be required to teach programmes such as English camp.</p>

Foreign English Teachers in Taiwan (FETIT)	
Location	Taiwan
Entry criteria	<p>Basic qualifications:</p> <ul style="list-style-type: none"> ■ Native English speaker ■ Bachelor's degree (community college diploma not included) or above ■ Grade school teacher or English teacher certificate from the candidate's home country ■ Proof of physical and mental fitness ■ No criminal record (submission of proof document from the competent authority of the candidate's home country required) ■ Good communication skills ■ Understanding and respect for Taiwanese culture and willingness to abide by Taiwan law ■ Preferably under 45 years of age <p>Professional requirements:</p> <ul style="list-style-type: none"> ■ Degree in English or related discipline ■ Good enunciation ■ Teachers with TESL experience preferred <p>(For candidates recruited through the Ministry of Education)</p>
Selection process	<p>Foreign English teachers can be recruited either through the Ministry of Education (MOE) or by county/city governments.</p> <p>County/city governments interested in introducing foreign teachers apply to the MOE for funding and commission qualified agencies to implement the process.</p> <p>The application process normally entails:</p> <ul style="list-style-type: none"> ■ Submission of required documents to recruiting body/agency (usually by the end of May) ■ On receipt of a notice of acceptance, submission of school placement preference forms ■ Application for Work Permit ■ Application for Resident Visa
Length of contract	Normally 10–11 months/one academic year; at least one semester
Possibility for renewal	Yes
Early termination	Unspecified
Institution	Primary (6–12 years) and Junior High (12–15 years) schools
Benefits	<ul style="list-style-type: none"> ■ Overtime pay ■ Evaluation and performance incentives ■ Round-trip Economy Class ticket reimbursement (for the teacher and one family member) ■ Rent allowance ■ Labour and health Insurance
Outlay	Unspecified
Role/ responsibilities	<p>English language teaching and consultation. Likely to involve team teaching with and observation and exchange of teaching experiences between local and foreign teachers.</p> <p>In addition to giving English language instruction, foreign teachers are expected to:</p> <ul style="list-style-type: none"> ■ work with Taiwanese educators to develop a curriculum ■ prepare lesson plans and teaching materials ■ evaluate student progress.

Contact hours	A maximum of 22 hours per week if teaching at a junior high school, and 24 hours if primary school. Teachers are expected to work five days a week, eight hours a day.
Induction	Orientation on arrival in Taiwan
Training	Orientation/Pre-work training on arrival in Taiwan. Agenda may include: <ul style="list-style-type: none"> ■ Introduction of life in Taiwan ■ Suggestions to foreign teachers ■ Hot topics for foreign teachers (e.g. tax, housing, cell phone, driver's license, etc.) ■ Differences between Taiwan and USA ■ Short lesson of survival Chinese ■ Suggestions for teaching English in Taiwan (e.g. lesson plan, classroom management, etc.) ■ Excursion to cultural sites ■ Signing of Employment Contract
Mentoring/ support	All teachers receive an on-site visit from a FETIT staff member. This could include professors from National Taiwan Normal University, teachers from the English Teaching and Curriculum Advisory Group, staff from the local education bureau, or staff from the Ministry of Education. The visit includes a school introduction to present the school and the work of the teacher, a class observation and a private interview, where the teacher can discuss their teaching, any problems they have encountered and any feedback they have for the project. FETIT staff also meet with the teacher's co-teacher and FET project contact staff at the school.
Management structure	Unspecified
Accommodation	Housing/dormitory provided OR rent allowance
Medical	Universal health care; national health insurance contribution at percentage of income monthly
Insurance	Labour and health insurance provided.
Other support	Unspecified
Holidays	Yes; unspecified

Fulbright English Teaching Assistant (ETA)	
Location	Approximately 70 countries worldwide (Fulbright ETAs are posted outside capital cities and are integrated into the host community, which is often an area with limited access and exposure to native English speakers.)
Entry criteria	<p>Applicants must:</p> <ul style="list-style-type: none"> ■ Be US citizens at the time of application, have a conferred Bachelor’s degree or the equivalent before the start of the grant and be in good health. Grantees will be required to submit a satisfactory Medical Certificate from a physician. ■ Have sufficient proficiency in the written and spoken language of the host country sufficient to communicate with the people and to carry out the project. Requirements regarding language proficiency vary by country. <p>Preferred qualifications:</p> <ul style="list-style-type: none"> ■ Applicants who have not previously held a Fulbright grant ■ Applicants whose higher education was undertaken primarily at educational institutions in the United States. Foreign study during the junior year or other periods of undergraduate study that are integral parts of the curricula of American institutions will not be considered a disadvantage. ■ Candidates who have not resided or studied in the country to which they are applying for more than six months, not counting undergraduate study abroad or duty abroad in the Armed Forces of the United States <p>The following are not eligible for the programme:</p> <ul style="list-style-type: none"> ■ Applicants holding a doctoral degree at the time of application ■ Applicants seeking enrolment in a medical degree programme abroad ■ Anyone who has resided abroad for five or more consecutive years in the six-year period preceding the date of application ■ Employees of the US Department of State, and their immediate families, for a period ending one year following termination of such employment ■ Employees of private and public agencies (excluding educational institutions) under contract to the US Department of State to perform services related to exchange programmes, for a period ending one year following the termination of their services ■ In some cases it may not be possible for a dual national to participate in a Fulbright programme in the country of his or her other nationality due to host country law or policy <p>Experience or training in teaching may be required or strongly preferred for placements in some countries but not in others.</p>

Selection process	<p>Candidates currently enrolled in an undergraduate or graduate programme at a US college or university are required to apply through that institution, even if they are not currently resident there. Candidates who are not currently enrolled may apply through their alma mater if the institution is willing and able to accommodate alumni applications.</p> <p>All other candidates apply as At-Large applicants from their states of permanent residence, even if they are currently overseas.</p> <p>Candidates apply to a single individual country's ETA programme, but do not choose where in the country they are placed.</p> <p>Fulbright events and online applications open in May.</p> <p>The Fulbright Programme Adviser (FPA) sets a campus application deadline for the institution's students, which is typically four to six weeks earlier than the final October deadline.</p> <p>All candidates applying through a US institution must submit the Fulbright application through the Embark online application system, including all supporting materials, by the campus deadline. Supporting documents include a one-page Statement of Grant Purpose, a one-page Personal Statement, a Language Self Evaluation and a Foreign Language Evaluation Form completed by a professional language teacher, references, and transcripts from all undergraduate and graduate institutions from which the candidate received degrees.</p> <p>Once the application has been submitted for institutional review, the Fulbright Programme Adviser will schedule campus interviews for candidates. Following the interview and before the final deadline in October, there may be the opportunity for candidates to revise their application based on feedback provided by the Fulbright Programme Adviser and the campus interview committee.</p> <p>At-Large candidates must submit their applications through the Embark online application system by the deadline, ensuring that all supporting documents are attached to the online application.</p> <p>At the end of January, candidates are notified by email as to whether their applications have been recommended for final consideration.</p> <p>Between the beginning of March and the end of May, candidates are notified whether they have been selected for an award, designated as alternates or non-selected.</p> <p>Departure dates correspond to the academic calendars abroad and vary by country.</p>
Length of contract	<p>Usually 9–12 months. The grant period corresponds to the academic year in the host country.</p>
Possibility for renewal	<p>Extension or renewal may be possible depending on the availability of funds and on the justification of the need for the longer term. Candidates must apply directly to the supervisory agency in the host country after the start of the grant.</p>
Early termination	<p>A grantee who leaves the host country or resigns at an earlier date than that specified in the grant authorisation may be required to reimburse the supervising agency for any expenditures made on his or her behalf, including allowances for orientation or round-trip travel.</p>
Institution	<p>Host institutions vary by country and range from elementary and secondary schools to university-level language departments.</p>
Benefits	<ul style="list-style-type: none"> ■ Round-trip economy-class transportation to the host country ■ Funding to cover room, board, and incidental costs, based on the cost of living in the host country ■ Accident and sickness health benefits <p>Some countries may also include:</p> <ul style="list-style-type: none"> ■ Book and research allowances ■ Mid-term enrichment activities ■ Full or partial tuition ■ Language study programmes ■ Pre-departure and in-country orientations

Outlay	Expenses related to attendance at any orientation programmes conducted in the host country are not compensated for in addition to the fixed sum of the grant.
Role/ responsibilities	<p>The two main roles of an ETA are contributing positively to English language provision in the country of placement and fostering mutual understanding between the host country and the US. ETAs assist local English teachers at primary, secondary and university level. They provide local students with an English-learning environment in which they can interact with native speakers of English and they share first-hand cultural knowledge of the United States.</p> <p>In addition to classroom work, ETAs may: give presentations on topics related to US culture, society and history; conduct English conversation clubs; participate in sports and drama clubs; and volunteer at local organisations such as hospitals.</p> <p>ETAs usually have a project that they undertake alongside their classroom responsibilities.</p> <p>All grantees are required to submit periodic and final reports as specified by the post and the Institute of International Education.</p>
Contact hours	20–30 hours per week
Induction	<p>Requirements for attendance at orientation programmes vary by country, with some countries conducting in-country orientation.</p> <p>Attendance at any pre-departure orientation that is planned and conducted by the United States Department of State Bureau of Educational and Cultural Affairs (ECA) in the summer prior to a grant may be compulsory.</p> <p>Where Pre-Departure Orientations (PDOs) are conducted, they are region specific and aimed at providing all grantees with practical information on living in their region of destination, as well as administrative details related to their Fulbright grant. Additionally, the PDO provides time to meet fellow Fulbright US students, Fulbright alumni, and staff from the US State Department and its co-operating agencies.</p> <p>The schedule incorporates a 1.5-day interactive multi-session workshop on teaching English overseas for ETAs. Sessions address methodologies, resources and best practices, and include:</p> <ul style="list-style-type: none"> ■ 12 to 16 contact hours ■ Small group practice sessions to present teaching points to a variety of different age groups and language levels ■ Presentation opportunities and peer critique ■ Classroom management knowledge and techniques ■ The participation and insight of ETA alumni to provide an exchange of experiences and best practices, lessons learned and country-specific insight ■ A toolkit and resources participants can use and adapt for the needs in their country
Training	See above
Mentoring/ support	<p>ETAs are encouraged to establish and maintain contact with the nearest Public Affairs Section of the American Embassy in the host country and keep it informed of any difficulties and any positive results and developments in connection with their presence in the country of assignment.</p> <p>For potential applicants, Fulbright Alumni Ambassadors can act as mentors. They provide testimonials about their Fulbright experiences at conferences and campus presentations, sharing what a Fulbright grant is really like, and offer application tips in written articles, video and podcast interviews, webinars and at special events.</p>
Management structure	The Fulbright Commission or US embassy in the host country has direct responsibility for selecting Fulbright grantees and for supervising grantees during the grant period. Where there is no Fulbright Commission or Foundation, responsibility for the Fulbright Programme rests with the Public Affairs Section (PAS) of the embassy under the direction of the Public Affairs Officer (PAO) or Cultural Affairs Officer (CAO).
Accommodation	<p>ETAs will typically receive assistance in making housing arrangements from the Fulbright Commission or US Embassy.</p> <p>Single students usually stay in student housing or rent a room in a private home.</p>

Medical	<p>Supplemental accident and sickness health benefits coverage is provided as part of the Fulbright award. This health benefit policy is not all-purpose health insurance and is not intended to replace any insurance a participant may already have.</p> <p>ETAs who become ill while abroad may contact the nearest US embassy or consulate for a list of local doctors, dentists, medical specialists and other sources of medical information.</p>
Insurance	See above
Other support	ETAs are advised to establish a support network with one another and encouraged to maintain support systems with family and friends at home.
Holidays	<p>During breaks or normal holiday periods, grantees may leave the host country for a total of 14 days, including weekends and travel days, subject to advance approval by the Fulbright Commission or US Embassy in the host country and the grantee's host institution. Grantees may not leave the host country for other periods without prior approval.</p> <p>Any travel conducted outside of the primary grant location but within the host country must also be approved and restricted to guidelines provided by the Cultural Affairs Officer or appropriate officer at the post.</p> <p>In the case of extraordinary medical or personal emergency, the grantee can either use part or all of the 14 days' leave described above or take up to 14 days' unpaid leave. In extenuating circumstances, a maximum of six months' emergency leave can be considered for grant suspension.</p>

Japanese Exchange and Teaching (JET) Programme	
Location	Japan
Entry criteria	<p>Applicants must be:</p> <ul style="list-style-type: none"> ■ Interested in Japan and willing to learn more after arrival and to proactively maintain relations with Japan even after programme completion ■ Mentally and physically healthy ■ Able to adapt to living and working in Japan ■ Adept at standard pronunciation, with excellent language ability ■ Interested in the Japanese educational system and way of teaching foreign languages ■ Interested in working with children ■ Qualified as a language teacher or be strongly motivated to take part in the teaching of foreign languages <p>Additional evaluation will be given to applicants with teaching experience or qualifications, and those who have a high level of Japanese language proficiency.</p> <p>Applicants must possess:</p> <ul style="list-style-type: none"> ■ A UK passport/nationality ■ At minimum a Bachelor's degree (by designated arrival date) <p>Applicants must not have:</p> <ul style="list-style-type: none"> ■ Participated in a JET programme in the previous three years or for more than five years in total ■ Declined a position on a JET programme in the last year without justifiable reason ■ Lived in Japan for more than a total of six years in the preceding ten
Selection process	<p>Applications are submitted to and reviewed by the Embassy of Japan by the designated deadline (October to late November).</p> <p>Applicants who pass this first stage are interviewed at the embassy or consulate (January and February).</p> <p>All interviewed applicants are notified of the final interview results (late March/April).</p> <p>Once participation has been confirmed by the applicant and the necessary medical Child Protection and, in some cases, police clearance forms have been submitted (May), placement notification is sent out by the embassy or consulate (May–July).</p>
Length of contract	One year starting from July/August of the year of departure.
Possibility for renewal	Yes. For up to four additional years with the contracting organisation.
Early termination	<p>In those rare cases where there is very good reason for early departure (e.g. bereavement, important family issues), the contracting organisation will provide assistance in returning home. Otherwise, if a participant chooses to break their contract, they are expected to pay their airfare back to the UK.</p> <p>(If a participant accepts a position and subsequently withdraws from the programme after receiving the placement, they may be liable for their airfare to Japan.)</p>
Institution	Usually Junior High (12–15 years) or Senior High (15–18 years) schools, although Elementary School (6–12 years) placements and visits, and even Kindergarten visits, are becoming more widespread.
Outlay	Participants cover costs during the period (up to six weeks) before they receive their first paycheck.

Role/ responsibilities	<p>JET Programme Assistant Language Teachers (ALTs) are expected to:</p> <ul style="list-style-type: none"> ■ Team teach, or help with classes taught by Japanese Teachers of English (JTEs) ■ Assist in the preparation of teaching materials ■ Participate in extra-curricular activities with pupils ■ Assist in foreign language speech contests ■ Engage in local international exchange activities ■ Assist with the English language training of JTEs ■ Perform other duties specified by the contracting organisation (Board of Education or school) <p>Contexts and situations vary and a flexible attitude is essential.</p>
Contact hours	<p>Usually 35 hours a week, from Monday to Friday.</p> <p>Most ALTs teach three to four 50-minute periods a day; however, they are typically expected to be at school from 8 a.m.–4 p.m. and be present at assemblies and staff meetings. ALTs are also expected to help with an after-school club.</p>
Induction	<p>Embassies or consulates hold Q&A sessions and preliminary training sessions for selected participants and pre-departure orientations (early July, with departure taking place in July/ August). There is also a three-day post-arrival orientation and conference in Tokyo.</p>
Training	<p>Training in team teaching is provided during orientation.</p> <p>In addition to the Tokyo orientation conference, there is an annual ALT Skill Development Conference held in each prefecture (for ALTs and JTEs).</p> <p>There is an ALT Handbook and a Teaching Materials Collection available at the JET website.</p>
Mentoring/ support	<p>A Supervisor at the contracting organisation will help with accommodation, utilities and banking. Support can also be provided by the Host Prefecture Designated City Prefectural Adviser (PA). Council of Local Authorities for International Relations (CLAIR) Programme Co-ordinators (PCs) answer a JET Line in English during office hours. There is also a Counselling System Committee (CSC), comprised of professional mental health specialists.</p>
Management structure	<p>Participants are contracted to local or prefectural governmental contracting organisations across Japan rather than to the JET programme itself.</p>
Accommodation	<p>The contracting organisation will arrange accommodation in almost all cases. All JET participants live in individual apartments or houses while in Japan (although a hotel or home stay might be initially arranged while the supervisor assists with finding suitable housing).</p>
Medical	<p>National Health Insurance covers 70 per cent of medical expenses for illness and injuries. A National Health Insurance Card needs to be carried at all times. It is strongly recommended that home country medical insurance is maintained.</p>
Insurance	<p>Mandatory:</p> <ul style="list-style-type: none"> ■ National Health Insurance ■ Pension Insurance (After leaving Japan, teachers are entitled to apply for a partial refund of money paid into scheme.) ■ Employment Insurance ■ JET Programme Accident Insurance, which is provided
Other support	<ul style="list-style-type: none"> ■ Association for Japan Exchange and Teaching (AJET): Includes AJET Peer Support Group, which provides a night-time confidential and anonymous listening and referral service. ■ Ministry of Education ALT Adviser Tokyo English Life Line (TELL) ■ ALT Handbook ■ TELL: Not-for-profit organisation providing support and counselling to Japan's international community which includes a free, anonymous, daily telephone counselling service
Holidays	<p>10–20 days' annual leave, depending on the school, plus 15 national holidays per year</p>

Native-speaking English Teacher (NET) Scheme	
Location	Hong Kong
Entry criteria	<p>Applicants must be native speakers of English (or possess native-speaker competence). Preference is given to applicants with experience in teaching English as a second/foreign language. For appointment in special schools, preference is given to applicants who have special education training and/or experience in teaching students with special educational needs. Candidates can apply to participate in the PNET (primary) or SNET (secondary) branches of the programme.</p> <p>Appointment is considered according to a given order of priority, with five categories. The highest category requires:</p> <ul style="list-style-type: none"> ■ A Bachelor's degree in English Language or English Literature or English Studies or Linguistics or a Modern Language (OR for SNETs a Bachelor of Education degree, major in English or a modern language but not Primary Education specialism) from a Hong Kong university or equivalent ■ A recognised teacher-training qualification in primary education (PNETs) or a Postgraduate Diploma in Education majoring in English or equivalent (SNETs) ■ A Teaching of English as a Foreign Language or a Second Language (TEFL/TESL) qualification at least at certificate level, or an equivalent course of study recognised by EDB (PNETs), or at least at the diploma level, or equivalent (SNETs) ■ At least one year's postgraduate experience of teaching English (preferably as a second or foreign language) at secondary level or above (SNETs) <p>All categories require at least:</p> <ul style="list-style-type: none"> ■ A Bachelor's degree (apart from Category 5 for PNETs, which requires a recognised teacher's certificate obtained after at least two years' full-time study or equivalent) ■ A TEFL/TESL qualification ■ And, for SNETs, at least one year's postgraduate English teaching experience, preferably as a second/foreign language <p>Non-local qualifications need to be assessed by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ).</p>
Selection process	<p>Applications must be submitted by post or fax to the NET Administration Team at the Education Bureau (EDB) by the end of January (unless applying via a Government agent). Within eight weeks selected candidates are invited to an interview and a written test. Candidates are notified of results within four weeks.</p> <p>Successful candidates are referred to the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ) for qualifications assessment. If these meet the requirements, candidates are put in the EDB's central pool.</p> <p>Schools contact the candidate directly for interviews. Appointment is not guaranteed.</p>
Length of contract	Two-year contract basis, normally commencing mid-August
Possibility for renewal	Yes. Encouraged: see retention incentive below
Early termination	On giving the school one month's notice in writing or one month's salary in lieu of notice, a NET who resigns within the first 12 months of his or her contract is required to refund the school the costs of passage and any baggage allowance.
Institutions	<p>PNET: primary school (6–11)</p> <p>SNET: secondary school (12–18)</p> <p>Schools for students with special educational needs</p>

Benefits	<ul style="list-style-type: none"> ■ A gratuity of 15 per cent (less the amount of employers' contribution to the Mandatory Provident Fund (MPF) Scheme) is granted if the NET's performance and conduct during the entire period of service is satisfactory. ■ NETs who are in the third and fourth years of continuous service can apply for a retention incentive of an additional five per cent of their current base salary for the third and fourth years of service. ■ NETs who are in the fifth year of continuous service onwards are eligible to apply for a retention incentive of ten per cent on top of their current base salary for the fifth year of service onwards. ■ Passage, baggage, medical allowances and a special allowance per month are provided for appointees whose normal place of residence is established as outside Hong Kong. ■ Unless exemptions apply, the school will arrange to make contributions to a Mandatory Provident Fund on behalf of the NET, with the employee's contribution to be deducted from his or her salary.
Outlay	<p>Candidates cover the cost of:</p> <ul style="list-style-type: none"> ■ Required medical examinations (including a chest X-ray) ■ Employment visa applications ■ All costs incurred attending interview(s) at the EDB or school(s)
Role/ responsibilities	<ul style="list-style-type: none"> ■ Undertake teaching duties and try out good teaching models/practices related to the learning, teaching and assessment of English. ■ Organise and conduct extra-curricular activities related to English learning and teaching, such as school-based English day camps, storytelling activities, drama, songs, verse speaking, extensive reading, etc. ■ Provide support for the English panel, including school-based curriculum development and professional development. ■ Prepare and develop learning/teaching materials. ■ Act as an adviser on language teaching and learning and as a language resource.
Contact hours	<p>PNETs teach at either Whole Day schools or Bi-sessional schools. Whole Day schools run from 8 a.m.–3.30 p.m; Bi-sessional Schools run from 7.30 a.m.–1 p.m. and 1.30 p.m.–6 p.m.</p> <p>SNETs usually work 8 a.m.–3.30 p.m, with extra-curricular activities until around 5 p.m.</p> <p>Schools may use a six-day or seven-day timetable and may change the sequence of cycle days from time to time in order to accommodate special events and activities.</p> <p>Classes usually last between 30 and 45 minutes. There may be double or even triple periods in older groups.</p> <p>All NETs are required to work during school hours, after school hours and occasionally at weekends, to perform duties within or outside schools.</p>
Induction	In school
Training	Centralised Professional Development courses, seminars or workshops on topics such as phonics, storytelling, shared reading, poetry writing and catering for learner diversity are provided to all primary English teachers, including PNETs, by the Advisory Teaching Team.
Mentoring/ support	<p>In primary schools, an experienced school English teacher (SET) is assigned to work in partnership with the PNET. The SET acts as a bridge between the PNET and the school management and other English teachers.</p> <p>A government-supported Advisory Teaching Team (ATT), comprising NETs and local English teachers, designs and operates regular staff development programmes for PNETs and SETs, and conducts school development visits to monitor the deployment of PNETs in individual schools.</p> <p>In secondary schools, a Regional NET Co-ordinating Team (RNCT) nurtures networks of teachers and advises on NET deployment.</p>
Management structure	NETs sign contracts directly with the aided primary or secondary school they are matched with. If they are matched with a government school, their employer is EDB.
Accommodation	NETs receive assistance in finding suitable accommodation and an allowance to assist with accommodation. Married couples receive only one housing allowance.

Medical	<p>Medical allowance is provided to reimburse the costs of medical insurance of up to a limited amount.</p> <p>There is a comprehensive public health system in Hong Kong and emergency treatment, non-emergency hospital treatment and GP consultations carry only a nominal cost.</p>
Insurance	<p>See above for medical insurance.</p>
Other support	<p>NESTA (Native English Speaking Teachers' Association) organises a wide range of activities, including monthly meetings, member support, liaison with the Education Bureau, social events, a debating competition and professional development days.</p>
Holidays	<p>It is expected that teachers receive at least four consecutive weeks of holiday during the summer but this may vary.</p> <p>Schools have some flexibility over the number and distribution of school days and school holidays to suit school-specific requirements.</p> <p>Teachers may be required to perform duties in school holidays.</p>

Peace Corps	
Location	A variety of programmes in over 70 countries
Entry criteria	<p>All education positions require at least a Bachelor's degree and a minimum GPA of 2.5.</p> <p>Secondary English teaching:</p> <ul style="list-style-type: none"> ■ Applicants may qualify with a Bachelor's degree in any discipline and supplemental experience (see below). Competitive applicants will have a Bachelor's degree in English, TEFL or linguistics; OR state certification and supplemental experience. ■ Applicants must have at least three months or 30 hours of English, TEFL, foreign language or literacy tutoring experience with middle school, high school, or adult students in classrooms or small group settings. ■ Applicants can be recent college graduates or those with years of classroom experience. <p>Other relevant experience includes community organising and work with community groups; drama activities; health or HIV/AIDS education; civics education; youth development work, such as youth group counselling; and computer literacy.</p> <p>University English teaching:</p> <ul style="list-style-type: none"> ■ Applicants must have a Master's degree in English or any foreign language; OR a Master's degree in TEFL or linguistics. Some applicants with supplemental experience may qualify with a Master's degree in English, history, language arts, humanities or other social science with supplemental experience. ■ Most applicants have full- or part-time experience as graduate teaching assistants, substitute teachers, tutors or student teachers. <p>Other relevant experience includes working with community organisations or on projects involving adult literacy programmes, environmental or health education, or drama activities; and editing or writing for college literary magazines or newspapers.</p> <p>Secondary English teacher training:</p> <ul style="list-style-type: none"> ■ Applicants must have a Bachelor's degree in secondary education with a concentration in English, TEFL or a foreign language. ■ OR a Bachelor's degree in these subjects and six months of full-time classroom teaching the same subjects at the secondary level. ■ OR a Bachelor's degree in any discipline and full-time classroom teaching experience in the same subjects at the secondary level for one year or more. ■ OR a Bachelor's degree in any discipline with secondary education state certification in English, TEFL or foreign language. ■ OR a Master's degree in education with a concentration in English, TEFL or a foreign language. ■ OR a Master's degree in teaching English, TEFL, a foreign language or applied linguistics. <p>All applicants must be university graduates with experience as student teachers, graduate teaching assistants or substitute teachers, or have at least six months of full-time teaching experience. Applicants should be comfortable working in large classroom settings.</p>

Selection process	<p>On average, the process from application to invitation takes from six to 12 months.</p> <p>To apply, the following items need to be submitted:</p> <ul style="list-style-type: none"> ■ A completed application form, which includes two essays, three references, employment history, CV, a list of community and volunteer activities, educational background and practical skills information ■ A copy of your college transcripts unless, generally, the applicant has ten years' applicable professional experience (an unofficial copy of an official transcript is acceptable) ■ Outstanding student loan, mortgage or other financial obligation information ■ Documentation on outstanding legal obligations ■ A completed Health History Form <p>Interview – Applicants are usually contacted within two weeks of an initial review of the application. Potentially qualified applicants are interviewed after all application materials, including references, have been submitted.</p> <p>Nomination – If qualified and if there are open positions, applicants are nominated to serve in a general work area with a tentative departure date. Applicants may need to provide additional medical information before they can be nominated for a specific programme. After nomination, fingerprint cards and a National Agency Checklist form are sent out and must be completed and returned to the Peace Corps before the next steps of the process can begin.</p> <p>Medical, Legal, Suitability and Competitive Reviews – Post-nomination, applications are reviewed for eligibility based on the Peace Corps' legal guidelines. Medically pre-qualified and legally cleared applicants are then evaluated by a Peace Corps placement officer, who assesses their suitability and skills in comparison to other candidates.</p> <p>Invitation – Selected candidates will receive an invitation in writing for a specific country and be provided with a detailed job description. The electronic invitation letter includes the date of departure, the programme job assignment and links to a welcome packet with details about the country of assignment (the Welcome Book) and a Volunteer Handbook.</p> <p>If the invitation to serve as a Volunteer is accepted, more information is provided about the host country and pre-service orientation training and departure.</p> <p>Final Medical Clearance – After the invitation is accepted, and 60 days prior to departure, applicants are required to complete a physical and dental examination.</p> <p>Preparation for Departure – The Peace Corps travel office will issue an electronic ticket for travel to the pre-service orientation site. Immediately prior to departure for the country of assignment, Peace Corps 'trainees' meet in the US to prepare for their Volunteer service.</p>
Length of contract	27 months
Possibility for renewal	Returned Peace Corps Volunteers who have successfully completed their service can be placed on highly technical, shorter-term placements (three months to one year) in specific countries via the Peace Corps Response programme.
Early termination	Peace Corps will pay transportation costs for immediate and direct travel to the early terminating volunteer's home; otherwise travel costs are to be covered by the volunteer.
Institution	Middle schools, high schools and universities

Benefits	<ul style="list-style-type: none"> ■ Housing allowance ■ Full medical and dental coverage ■ Travel to and from country of service ■ Public student loans may be eligible for deferment ■ Perkins loans may be eligible for partial cancellation ■ A readjustment allowance upon completion of service ■ Language, cross-cultural and technical training ■ Unique graduate school opportunities ■ Leave for family emergencies ■ Advantages in federal employment
Outlay	Depending on the Volunteer's insurance, he or she may need to cover some of the costs of the physical examination required for final medical clearance.
Role/ responsibilities	<p>Secondary English Teaching Volunteers teach English as a foreign language (TEFL), conversational English or content-based English in middle and high schools.</p> <p>Depending on the specific assignment, they may:</p> <ul style="list-style-type: none"> ■ Share resources and develop teaching materials with local teachers through co-teaching and co-planning ■ Become involved in community and school-based projects ■ Work in after-school programmes, youth clubs and library development <p>University English Teaching Volunteers provide formal and informal training, instruction and support to students and faculty.</p> <p>Depending on the specific assignment, they may:</p> <ul style="list-style-type: none"> ■ Help students make use of academic and technical resources published in English in their study of languages, literature, business or other fields ■ Teach grammar, conversation, phonetics, American literature and culture, creative writing, and linguistics ■ Establish English language clubs and resource centres ■ Share ideas and develop materials with fellow teachers ■ Integrate communicative teaching techniques into the classroom
Contact hours	N/A
Induction	A brief pre-departure orientation in the US
Training	<p>Two to three months of training in-country, including intensive instruction in the local language. Volunteers also learn technical skills related to their jobs and become familiar with the local culture and with issues related to their safety and wellbeing. During this period, most Volunteers live with host families to fully immerse themselves in the new culture.</p> <p>Over the next 24 months of service, Volunteers are provided with regular opportunities to reinforce and develop their skills.</p>
Mentoring/ support	<p>At each Peace Corps post there is a Country Director responsible for the safety and security of Volunteers and Programme Managers who work to ensure Volunteers integrate successfully. Volunteers are visited periodically by Peace Corps Programme Managers and medical staff to monitor their site assignments.</p>
Management structure	Volunteers work within the structure of the organisation they are assigned to. Peace Corps Programme Managers oversee the management of projects, including the support and performance of Volunteers, and communicate with Peace Corps Headquarters.
Accommodation	Provided. Volunteer housing accommodation varies greatly (and can, for example, include living with a host family) but must meet the Peace Corps' standards for safety and suitability.

Medical	<p>Full medical insurance during service covers primary care, hospitalisation, medical evacuation, all prescriptions including birth control and dental care needs.</p> <p>At each post there is a Peace Corps Medical Officer who provides primary care and is available 24/7 for emergencies.</p>
Insurance	<p>Volunteers are covered by workers' compensation for injuries incurred during their period of service.</p>
Other support	<p>The Peace Corps Counselling and Outreach Unit (COU) has a 24-hour duty officer available for family members needing to contact their Volunteer in an emergency.</p> <p>A readjustment allowance is provided on completion of service. There is also other transition and job support and social networking after service.</p>
Holidays	<p>Two vacation days per month of service – a total of 48 days over two years</p>

Volunteer Service Overseas (VSO)	
Location	Over 30 countries in Africa and Asia
Entry criteria	<p>Volunteers must:</p> <ul style="list-style-type: none"> ■ Be qualified English language teachers (either secondary school level or EFL trained) ■ Have at least three years' teaching experience (experience to be not more than five years old) ■ Have experience of teaching young learners as well as adults ■ Be up to the age of 75
Selection process	<p>Apply directly for available placements posted on the VSO website, or submit a general application under a sought-after skill area. Otherwise, register interest online to receive updates on available roles.</p> <p>There is an online application form to be completed in a single sitting.</p> <p>There is a phone interview, which, if successful, is followed by an invitation to a VSO Assessment Day. The Assessment Day includes a variety of group activities and an individual interview.</p> <p>Results from the assessment day are emailed within ten working days.</p> <p>If successful, the volunteer needs to ensure that they are medically and security cleared (details are available on the volunteer intranet, open to successful candidates). References are required at this stage.</p> <p>Candidates can monitor the progress of their application and logistical arrangements.</p>
Length of contract	Normally one to two years; usually two years
Possibility for renewal	Yes
Early termination	Information not provided
Institution	Currently teacher training colleges, regional education bureaus and universities
Benefits	<ul style="list-style-type: none"> ■ Return flight to the host country ■ Accommodation ■ A volunteer allowance to cover some of the costs in the home country, paid quarterly while in placement ■ Medical cover for the duration of the placement ■ VSO arranges visas and work permits <p>VSO also covers:</p> <ul style="list-style-type: none"> ■ Criminal Records Bureau clearance ■ Medical insurance and required immunisations and anti-malarials ■ Training, including accommodation and food while on residential training weekends
Outlay	<p>Volunteers cover the cost of:</p> <ul style="list-style-type: none"> ■ A medical examination with their GP and a dental check-up ■ Personal effects insurance ■ National Insurance and pensions contributions ■ Any professional memberships and registrations <p>Volunteers are also asked to undertake some fundraising to contribute to the costs of their placements. VSO provides fundraising advice, support and resources.</p>
Role/ responsibilities	<p>Various duties include:</p> <ul style="list-style-type: none"> ■ Facilitating, co-ordinating and delivering pre-service and in-service teacher-training programmes ■ Setting up resource centres ■ Building teachers' capacity to develop materials using local resources

Contact hours	'No such thing as a typical day.'
Induction	Pre-departure training involving both online and face-to-face activities. Once in country, there is an orientation period, which includes language and cultural awareness training.
Training	There is online and face-to-face training related to international development issues, as well as those specific to the country of placement, with the opportunity to work towards accredited qualifications in International Development both pre-departure and in placement. There is also skills-related training, such as relationship building or fundraising. Language and cultural awareness training of between two weeks and three months is provided in the country of placement.
Mentoring/ support	On arrival, volunteers are taken care of by the local VSO office and the partner organisation they will be working with.
Management structure	Volunteers work within the structure of the partner organisation
Accommodation	Arranged and covered by VSO
Medical	Medical cover is part of the financial package. There is an appointed medical adviser attached to each of the VSO country offices, usually a local doctor or nurse. Volunteers are also provided with the country office's emergency contacts and medical emergency procedures, and a list of recommended doctors, clinics, dentists and pharmacies in the region.
Insurance	Personal effects insurance and National Health insurance to be covered by the volunteer
Other support	VSO's Volunteer Support team guides volunteers through the necessary pre-departure administrative steps. Advice is provided on vaccinations and any medical requirements. Flights, entry visas and work permits are all organised by VSO. In country, the primary relationship is with the volunteer's employer; however, the VSO country office can provide help with major personal, medical or security problems. The Volunteer Support team provides help with resettlement on return.
Holidays	A guaranteed minimum of three weeks per year (not applicable to shorter specialist assignments)

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