

Bouygues Bâtiment Ile-de-France and Bâtipôle gateway



Aim 7: participate in the economic and social life of the regions where we operate

> **Action 7.2:** to Participate in joint operations with local reintegration organisations

Entity: Bouygues Bâtiment Ile-de-France

Operation Units: Brézillon, Ouvrages Publics (Public Works), Construction Privée (Private Construction), Rénovation Privée (Private Renovation) and Habitat Social (Social Housing)

Action Presentation

Objectives:

- o To enable people aged 16-26 with integration difficulty to access employment in Construction
- o To take part in a social, common approach with a view to supporting integration into our industry

> Description:



In 2007, Private Renovation signed a partnership charter with Bâtipôle pre qualification platform, which related to the sustainable development policy in order to integrate youngsters who are professionally detached from the rest of society. Throughout the year, the youngsters were able to take part in work experience programmes and site visits.

In the Autumn of 2007, during the Professional Integration Committee, those in charge of integration came together for a joint project, the Company Gateway.

Five operational units took part in the operation (OPB, CPI, HAS, BZ and REP) and 5 youngsters were taken on to the building sites of CPI, OPB, BZ and REP.

The operation enabled us to educate the youngsters about our profession and integrate them into the Group using a system which is much quicker than an apprenticeship.


The training programme has been adapted by the trainers at CFM and Bâtipôle in order to meet the requirements of the building sites.


Five youngsters have left the operation with a job, four of whom will now have a form setter professionalisation contract created in partnership with CFA Gustave Eiffel.

This experience led transversally by the different operational units has allowed a joint project to be carried out at Bouygues Bâtiment Île-de-France in terms of the Bouygues Construction sustainable development policy.

The form setter professionalisation contract, already implemented in 2007 in the Private Renovation integration policy and leading to four recruitments, will be made up partly of youngsters from the gateway programme. The new promotion will start in October 2008.

- July to Nov. 2007: implementation of the company gateway programme Bâtipôle, the IDF Regional Council and CFM BTP
- Nov. / Dec. 2007: implementation of the training programme and recruitment of candidates
- End of Dec. 2007: launch of the gateway for a duration of 5 months and appointment of youngsters on the building sites
- Dec. 2007 to May 2008: Theoretical training alternated with practical work experience at IDF building sites and followed up to adaptation.

 **Partners:** IDF Regional Council, Bâtipôle, CFM BTP

 **Launch date:** December 2007

 **Indicators:**

- meetings: implementation of programme
- meetings HR / youngsters
- meetings tutors/leaders/youngsters
- regular work experience