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every human being finds his or her place in society.

Social exclusion continues to gain ground in modern societies, even in so-called developed countries. This observation is even more pertinent today, when the impact of the world economic slowdown is felt most strongly by the most disadvantaged social groups.

Since its creation, VINCI, world construction and concessions leader, has sought to narrow the gap between the economic and the social spheres; one cannot develop without – or to the detriment of – the other.

With an annual budget of €2 million, the VINCI Foundation for the Community has made combating social exclusion its priority.

For seven years now, it has served as a link between the expertise of Group employees and community organisations.

It does this by supporting projects in regions where it can rely on the long-term engagement

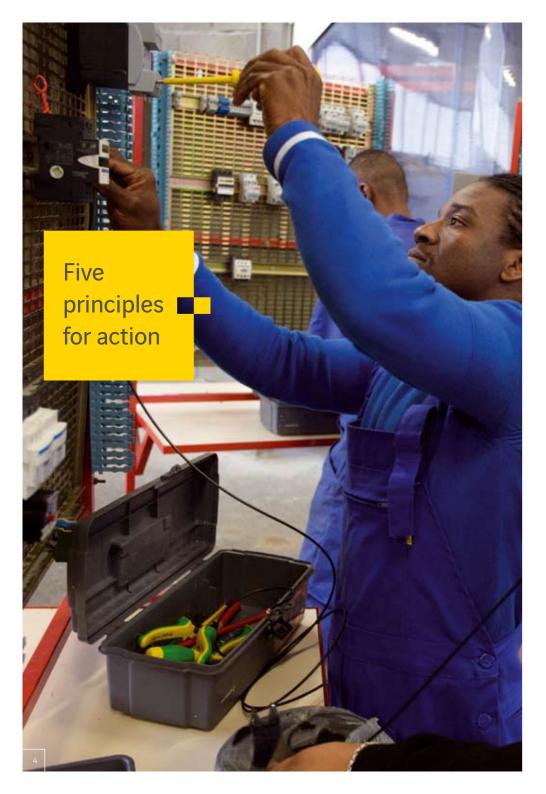
and professionalism of Group employees.

Over the years, the human partnerships set up and facilitated with the support of the Foundation have provided a framework for very enriching cross-fertilisation, both for project leaders and for VINCI employees.

Our Foundation, anchored at the very heart of our Group, is now recognised – proof, if needed, that synergy between social and economic players produces positive effects as long as they work towards the same goal.

Against the backdrop of particularly tough economic conditions, 2009 will be an opportunity for VINCI to reaffirm openly its long-term engagement as a partner to the Community, alongside the men and women who work to ensure that every human being can find his or her place in society.

Xavier Huillard
Director-Chief Executive Officer of VINCI
Chairman of the VINCI Foundation for the Community



Drawing on its seven years of experience, the VINCI Foundation today relies on five basic principles that allow it to act effectively over the long term to the benefit of the most disadvantaged social groups.

# Acting against all forms of social exclusion

The VINCI Foundation acts as a link between the expertise of a large group active throughout the world and people involved in community initiatives. Our support goes in preference to companies that specialise in creating job opportunities and small non-profit organisations, particularly those that focus on finding jobs for people with the greatest problems of exclusion from the labour market and those that focus on creating social cohesion. In this way, the Foundation confirms the priority placed on combating all forms of social exclusion, with the aim of helping every human being to find dignity and a place and role to play in our society.

# Local action for greater effectiveness

As a framework for employee action, the Foundation acts as a partner to the **Community**, in the primary meaning of the word, i.e. a community of men and women who work together while retaining their autonomy and in which each person benefits from the solidarity thus generated. It supports projects in places where the Group has operations, thereby grounding its action in the engagement of VINCI employees in their particular region.

# Long-term support

The VINCI Foundation supports projects over the long term by systematically providing financial support for investment and facilitating transfer of the expertise of Group employees. Each project sponsored is supported by one or more VINCI employees, who provide advice, coaching, training or job opportunities – the possibilities are endless.

# Encouraging social innovation

By helping establish operational links between community organisations and Group employees, the VINCI Foundation offers a framework for employees' civic engagement. In this way it aims to support the emergence of innovative strategies to combat all forms of social exclusion. To this end, it seeks out best practices in the field of sponsorship and supporting social initiatives.

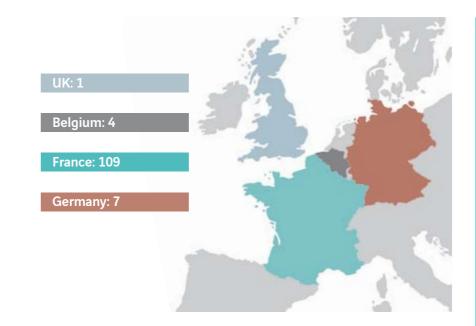
# Creating tools for greater effectiveness

The Foundation provides a "tool kit" to help sponsors play their role effectively. Furthermore, each project supported is assessed with the aim of assessing the usefulness and relevance of each action, but also of measuring the progress achieved thanks to the partnership.

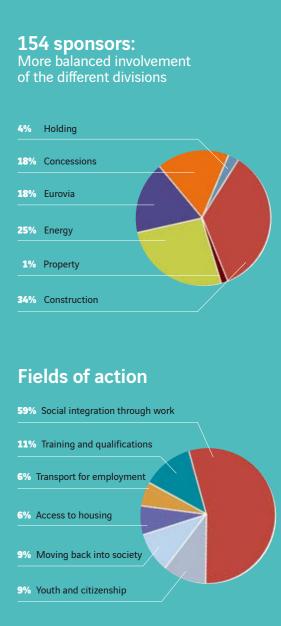
# 2008 performance indicators

- ≥ 121 projects supported
- > 51% of the projects chosen were submitted by Group employees
- ≥ €2,189,900 total grants made
- ≥ €18,000 per project on average
- More than one sponsor for some projects: 121 projects and 154 sponsors, with one-third of projects sponsored by two or three employees
- 6 projects already supported by Nadace VINCI, the "sister" foundation in the Czech Republic set up in February

Since 630 projects supported €10.5 million in grants made €17,000 per project on average









With 121 projects supported in 2008 and 154 sponsorship agreements set up, the VINCI Foundation confirmed its role as a link between community and social organisations and Group companies. A special feature in 2008 was the development of projects outside France -17 projects were supported in a number of European countries, and a "sister" foundation was created in the Czech Republic. New tools were also created to improve monitoring on partnerships and measure the impact of the projects sponsored. The aim is to confirm the relevance and effectiveness of VINCI's corporate foundation in its action in favour of the most disadvantaged groups.

#### **Spotlight**

#### First foundation outside France

To support its determination to act where the Group has operations, the VINCI Foundation has decided to create "sister foundations" outside France – foundations governed by local law that are active in the regions and countries in which VINCI has strong positions. The first of these foundations, Nadace VINCI, was set up in February 2008 in the Czech Republic.

#### **Creation of Nadace VINCI in the Czech Republic**

With a budget of 2 million koruna\*, of which 40% comes from the VINCI Foundation, its goal is to pursue the same principles as its parent foundation, i.e. support professional inclusion and social cohesion initiatives in disadvantaged neighbourhoods. Six projects were supported in 2008.







#### **RASKIN** – Our region, our country

The *Raskin* non-profit organisation in Bohemia aims to increase opportunities for education and culture for people living in rural areas. To this end, it organises seminars, lectures, exhibitions, film projections and concerts aimed at all inhabitants, regardless of their age, gender or nationality.

Nadace VINCI support: 218,000 koruna\* in July 2008 earmarked to buy a trailer for transporting technical equipment, a colour printer/fax machine, a tent and other equipment to organise initiatives aimed at enhancing life in rural communities.

**Alena Lukášová**, an employee of FCC, a subsidiary of VINCI Construction, is the project sponsor.

Website: www.raskin.cz You can read about the other projects sponsored by Nadace VINCI on www.nadacevinci.cz





The VINCI Foundation gives employees from different divisions the opportunity to cooperate.

# The Foundation: a link between the different Group companies

The VINCI Foundation gives employees from different divisions the opportunity to cooperate and in this respect helps build internal cohesion. This is why the Foundation seeks to encourage projects involving several VINCI employees, to the greater benefit of project leaders, who benefit from complementary viewpoints. In 2008, one-third of all projects were supported by two or three sponsors.

# ≥ Balanced involvement by the different VINCI divisions

While VINCI Construction continues to provide a high proportion of sponsors, 2008 saw a more balanced breakdown thanks to the increase in the number of sponsors who are employees of VINCI Concessions and VINCI Energies.



#### New tools to enhance effectiveness

# **Greater support for sponsors**

A tool kit was designed in 2008 to help VINCI employees be more effective and confident in their role of sponsor. It brings together all the information they need to carry out their mission: a guide for setting up partnerships for social initiatives, practical data sheets and a social-sector glossary, along with communication tools.

# Widening our network of sponsors

We stepped up communication initiatives in 2008 with the aim of making the Foundation better known within the VINCI Group. We also produced a new film presenting the Foundation.

# Assessing the impact on the projects sponsored

The performance indicators for each project are now identified upstream of the partnership and mentioned in the convention signed between the Foundation, the project leader and the sponsor. The aim is to measure the progress achieved through the partnership and, even more important, to assess the global impact of the aid provided by the Foundation, both from the financial viewpoint and in terms of the expertise provided by the sponsors. This assessment helps us improve our practices and share the lessons learned with our network of sponsors, thereby allowing us to continue enhancing the impact of our work with community and social organisations.



# The internal leaflet

produced for all Group employees.

A film to present the Foundation



We stepped up our communication initiatives in 2008. The goal: to set up more partnerships.

# Promoting employment

Having a job is an important factor for finding your place in society. This is why the Foundation supports initiatives that promote **professional integration** for people excluded from society, helping them acquire **basic training and qualifications** or **become mobile**, an essential prerequisite for finding and keeping a job.

- ≥ Social integration through work
- Training and qualifications
- > Transport for employment



# Social integration through work

> Giving a helping hand to structures that allow people excluded from the labour market to (re)acquaint themselves with the world of work, while also benefitting from suitable training and socio-professional support.

Over the last 40 years, the social integration through work sector has employed 250,000 people every year in France (minimum social wage beneficiaries, the long-term unemployed, etc.) through some 5,300 structures. The goal is to offer an individualised path to integration, giving each beneficiary all the tools they need to find a satisfying job in the "ordinary" job market.

These Work Integration Social Enterprises (WISE) are partly funded by the State but most of them need to finance 80% of their budget. This means that they must combine economic performance and social mission – a task that is difficult, to say the least, especially since public funding tends to fluctuate, while the social integration sector still has quite a low profile with conventional companies.

The VINCI Foundation provides financial backing for these structures, allowing them to start up or expand their activities. By acting as the link between a VINCI employee and a social integration structure, the Foundation helps establish concrete partnerships of benefit to both parties.





#### **Preistavigne**

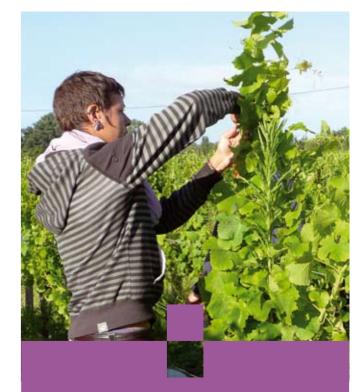
Wine growing and professional integration (Aquitaine · Langon)

- Preistavigne is a Work Integration Social Enterprise specialising in wine growing and forestry work. It was created in 2005 in Langon, in the Gironde region. The organisation hires people with little experience of the job market and trains them in its different techniques, notably cultivation of vines in AOC (regional label) estates.
- To facilitate acquisition of skills and hence the employability of its employees, *Preistavigne* is diversifying its activites. To this end it has leased an 8-hectare vineyard in an AOC Graves estate. The project will allow the organisation to expand its know-how to include wine growing, production and marketing skills that will give its employees additional opportunities to find work.

#### **Foundation support**

- The vines in the recently acquired vineyard were planted 20 years ago and are in full production, but the working equipment is obsolete and has to be completely replaced. *Preistavigne* has obtained €20,000 from the VINCI Foundation to help finance purchase of new vats.
- Daniel Boudin is director of Jugla (VINCI Construction) in Mérignac. His main activity is construction or renovation projects in Bordeaux wine estates. Given his knowledge of the sector, he can advise *Preistavigne* on its production installations and also provide material assistance. He also introduces the WISE to wine grower contacts as a way of finding permanent jobs for the organisation's employees.

# Spotlight





Preistavigne improve its fermentation cellar: one of our teams carried out the soil works and I advised on the choice and

installation of the vats. 11

Daniel Boudin

#### Aquitaine

#### ≥ RA Viti

Wine growing (Gironde · Saint-Christophe-des-Bardes)

Work Integration Social Enterprise: wine growing activities.

Partnership: €17,000

Claude Fabien, production manager for the Freyssinet office in Bordeaux (VINCI Construction), informs work integration employees about jobs in his company and gives advice on skills assessment.

#### **≥** Béarn Solidarité

Recycling for integration (Pyrénées-Atlantiques · Pau)

Work integration project: recovery and recycling of household and IT equipment, reconditioning equipment for disabled people, upkeep of natural spaces.

Partnership: €20,000

Frédéric Foucaud, director of the Béarn-Landes-Pays Basque agency of GTM Sud-Ouest Bâtiment (VINCI Construction) in Bayonne, carried out a technical and thermal audit of the organisation's premises. He also liaises with customers and suppliers that may have obsolete IT equipment to pass on to the organisation.

#### ≥ Eco'Men

Ecological cleaning (Gironde · Talence)

A new Work Integration Social Enterprise working in the ecological cleaning of worksites.

Partnership: €7,000

Vincent Delpy, sector manager with Eurovia in Mérignac, trains the three founders of *Eco'Men* in management methods and tools, planning and development of the customer base. Elisabeth Simmonet, HR training and recruitment officer at Eurovia Management in Bordeaux, contributes her expertise in professional integration and communication.

#### Auvergne

#### **≥** Blanc et Couleurs

A laundry that promotes integration (Puy-de-Dôme · Vic-le-Comte)

Work Integration Social Enterprise: professional laundry.

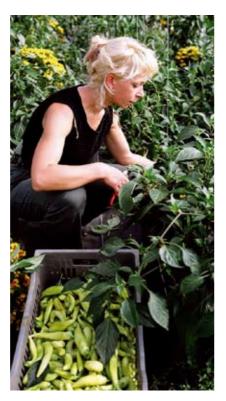
Partnership: €18,000
Marc Bertoletto, operations manager with Sobea Auvergne (VINCI Construction) in Clermont-Ferrand, helps Blanc et Couleurs obtain contracts for upkeep of worksite overalls and clothes.

#### **≥** Jardin des Estreys

A labyrinth garden (Haute-Loire · Le Puy-en-Velay)

Work integration project: organic market gardening and management of an educational garden.

Partnership: €22,500
Philippe Teyssier, director of the
Eurovia Puy-en-Velay agency, and
Jean-Pierre Gallien, works supervisor,
provide technical advice and material
assistance in land development and
improvement. They also organise work
placements for the organisation's
employees at Eurovia.



#### Burgundy

#### **≥** Avenir Patrimoine

Restoration of buildings (Côte-d'Or · Talant)

Work Integration Social Enterprise: building.

Partnership: €15,000
Bruno Cadin, Eurovia agency manager in Dijon, supports the development of *Avenir Patrimoine* by employing it as a subcontractor.

#### **≥** Sinéo Dijon

Ecological carwash (Côte-d'Or · Dijon)

Work Integration Social Enterprise: an ecological carwash.

Partnership: €20,000
Jeanne Cartier, HR manager at C3B
(VINCI Construction) in Dijon, and
Thierry Hannequin, prevention
and equipment officer in the same
company, advise the new company on
finding outlets and setting up "accident
prevention and safety" training for its
employees.



# Régie de quartier du Creusot

Business development (Saône-et-Loire · Le Creusot)

Neighbourhood development committee: building installation work, upkeep of green spaces, cleaning business premises.

Partnership: €15,000
Hervé Piau, administrative and financial manager with PPC, a subsidiary of Freyssinet (VINCI Construction) in Le Creusot, offers skills validation placements in the company to young people enrolled in work integration projects. He also plans to subcontract upkeep of green spaces around the PPC plant to the neighbourhood development committee.

#### Brittany

#### **El Chans**

La Table d'Arthur (Ille-et-Vilaine · Saint Malo)

Work Integration Social Enterprise: restaurant.

Partnership: €15,000
Nicolas Bolzer, manager of STE
(VINCI Energies) in Saint-Malo,
will be advising the restaurant on
management and development
strategy once it opens.



#### ≥ La Main

World cuisine for integration (Morbihan · Lorient)

Work Integration Social Enterprise: catering and sewing.

Partnership: €23,000

Daniel Le Galludec, director of SDEL Atlantis (VINCI Energies) in Lorient, is helping *La Main*'s manager launch this social restaurant by giving him the benefit of his advice as manager of a company. He also passes on information about the new restaurant to his customers and partners.

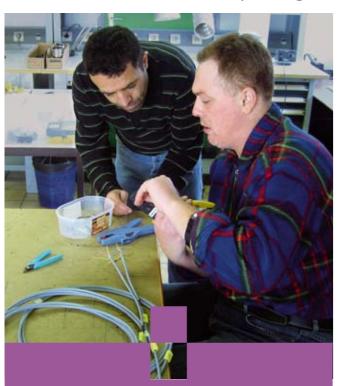
#### **Les Amis du jardin**

objectives.

Market gardening and professional integration (Côtes-d'Armor · Dinan)

Work integration project: organic market gardening

Partnership: €25,000
Jérôme Hugelmann, director of Systéo (VINCI Energies) in Dinan, promotes the non-profit organisation with his network of business contacts and mentors people working in the garden to help them define their career





I am delighted to sponsor SNI: as a company head, you always think you don't have the time, but it isn't really very timeconsuming and it gives

you great personal satisfaction in return.

Philippe Baussand

#### Société Nouvelle Iséroise

Electronics at the service of professional integration (Rhône-Alpes · Le Versoud)

Aware of the problems faced by disabled people, Patrick Corjon set up a sheltered workshop enterprise in 2005 - Société Nouvelle Iséroise (SNI) – near Grenoble. SNI specialises in making electrical cabling and repairing small production run electrical installations. From two employees initially, it has grown to eight today and SNI has met the challenge of adapting its activities to the physical and mental disabilities of its employees. Thanks to this specific expertise, the company has a base of loyal customers that give it regular work.

All *SNI*'s employees are supervised and trained by a workshop manager in liaison with management, which coordinates the social-assistance aspect.

#### **Foundation support**

≥ €17,000 to buy an automatic crimping machine to improve productivity.

Philippe Baussand, manager of Actemium and SDEL Dauphiné Savoie (VINCI Energies) in Seyssins, has been aware of the challenges faced by the work integration sector for many years. He regularly hires young people trained by a non-profit organisation supported by the VINCI Foundation. He agreed to contribute his expertise as company head to help SNI with sales management and development. He also put the sheltered workshop enterprise in contact with a quality supervisor to advise it on possible certification procedures.

#### Centre

#### **≥** Orchis

Preservation of natural spaces (Indre-et-Loire · Loches)

Work integration project: restoring heritage sites, upkeep and development of natural spaces, managing municipal archives.

Partnership: €28,000
Jérôme Rousseau, operations manager with Eurovia in Joué-les-Tours, and Christophe Morillon, upkeep and viability supervisor with Cofiroute (VINCI Concessions) in Chambray-les-Tours, regularly employ the organisation as a subcontractor. They also advise it on safety precautions on its worksites.



#### **≥** Sinéo Tours

Ecological car wash (Indre-et-Loire · Tours)

Work Integration Social Enterprise: an ecological carwash.

Partnership: €15,000

Jean-Luc Brayé, sector manager with VINCI Park (VINCI Concessions) in Tours, has loaned *Sinéo* premises for car wash services in two of the town's car parks and is helping promote this service.

#### **≥** M-Jardins

Green spaces and professional integration (Loiret · Orléans)

Work Integration Social Enterprise: upkeep and development of green spaces.

Partnership: €25,000 Cédric Malardeau, viability supervisor with Cofiroute (VINCI Concessions) in Saran, advises the organisation on choosing equipment and employs it as a subcontractor in its rest areas.

#### ≥ Ac-Cès

Ecological building (Loiret · Orléans)

Work Integration Social Enterprise: renovating houses using natural materials.

Partnership: €16,000
Frédéric Barnoud, manager of the GTM Génie Civil et Services agency (VINCI Construction) in Orléans, is advising the recently set-up company on management and finding outlets.

#### Guiana

#### **≥** Apehg

disabled" week.

Integration of disabled people in Guiana (French Guyana · Cayenne)

Non-profit organisation: professional integration/maintenance in employment of disabled people.

Partnership: €23,000
Didier Tynda, administrative and accounting manager with Getelec Energies (VINCI Energies) in Cayenne, helps the organisation by recruiting disabled people. He also acts as partner in the framework of the "jobs for the

# What is a sheltered workshop enterprise

A company whose workforce includes at least 80% of disabled workers, who are able to work under conditions adapted to their possibilities. Each employee benefits from individual social assistance

# Ile-de-France (Paris Region)

#### ≥ Les Jardins de Déméter

Emergency accommodation (Seine-et-Marne – Vulaines-sur-Seine)

Work integration project: market gardening and upkeep of green spaces; opening an emergency accommodation centre.

Partnership: €16,000
Eric Scarfato, head of the TP Goulard (Eurovia) agency in Avon, has been supporting the organisation for five years by providing technical advice and introducing people enrolled in work integration programmes to jobs in civil engineering.



#### **≥** Nouvelle Attitude

Solidarity and environmental preservation (Yvelines – Coignières)

Work Integration Social Enterprise: recycling waste office paper.

Partnership: €14,000
Bertrand Delgado, purchasing coordinator with VINCI in Rueil-Malmaison, is helping the organisation to start up via contacts with Group companies and strategic advice.

#### **≥** Le Ricochet

Worksites in the housing estates (Seine-Saint-Denis · Aulnay-sous-Bois)

Work integration project: painting, removals, collection of old IT equipment, upkeep of green spaces.

Partnership: €14,000
Georges Frasca, head of rehabilitation with GTM Bâtiment (VINCI
Construction) in Nanterre and
Nicolas Moitier, works supervisor in the same company, regularly employs the organisation as a subcontractor.

# Régie des quartiers de Bezons

Mobi-Cité (Val d'Oise · Bezons)

Neighbourhood development committee: upkeep of buildings and green spaces, creation of an accompanied transport service for the elderly.

Partnership: €15,000 Jörgen Mareau, prevention manager with VINCI Construction France, has been offering the organisation training in prevention of workplace risks for the past five years.

# Régie de quartier du Noyer Renard

New urban services (Essonne: Athis-Mons)

Neighbourhood development committee: upkeep of buildings and green spaces, collection of bulky waste.

Partnership: €18,000
Christian Patin, Citéos business unit manager (VINCI Energies) in Viry-Châtillon, has subcontracted upkeep of street lights and traffic lights managed by Citéos in Athis-Mons to the organisation. He hopes to expand this collaboration to include surveillance of public night lighting, and also advises the neighbourhood development committee on finding new outlets.

# Régie de quartier Viry Multiservices

Improving life in the neighbourhood (Essonne · Viry-Châtillon)

Neighbourhood development committee: upkeep of buildings, roads and green spaces, night-time mediation services.

Partnership: €15,000
Christian Patin, business unit manager with Citéos (VINCI Energies) in Viry-Châtillon, and André le Gouevec, centre manager with the same entity, are repeating a successful experiment involving secondment of a young person employed by the organisation and are pursuing their efforts to help its employees move into the traditional labour market.

#### Régie de quartier Tela 13

Supporting growth (Paris)

Neighbourhood development committee: upkeep of buildings, roads and green spaces.

Partnership: €20,000 Jérôme Turck, works engineer with Bateg (VINCI Construction) in Vélizy, sponsor since 2005, offers training to employees on drafting quotes and sales negotiation. He has also carried out skills assessments for the technical supervisors.

#### ≥ Apij

Build, rebuild your life (Seine-Saint-Denis · Saint-Denis)

Non-profit organisation: outreach, support and professional integration for disadvantaged people.

Partnership: €17,000

Caroline Legendre, a sales executive at Lainé Delau (VINCI Construction) in Nanterre, will provide her skills in management of construction and civil engineering projects. She will introduce *Apij* to companies within the Group in order to integrate the people supported by the organisation and set up subcontracting work.

#### **☑** Un Monde Gourmand

Cosmopolitan caterer (Paris)

Work Integration Social Enterprise: world cuisine catering.

Partnership: €18,500

Gilbert Letendre, chairman of Sicra
(VINCI Construction) in Rungis,
sponsor since 2007, continues to
support the activity of *Un Monde*Gourmand by promoting its services to
other Group companies.



#### ≥ Planète Sésame 92

Growing jobs (Hauts-de-Seine · Nanterre)

Work Integration Social Enterprise: world cuisine catering.

Partnership: €20,000
Thibaud Giraud, director of Opteor
Immospace (VINCI Energies) in
Nanterre, and Monique Doudard,
administrative and financial manager in
the same entity, advise the enterprise
on management and promote its
services to other Group companies.

#### ≥ Azro

Integration through building jobs (Hauts-de-Seine · Nanterre)

Work Integration Social Enterprise: building installation trades.

Partnership: €20,000
Patrick Plein, Director of the HR Development Department with VINCI, is working with Azro to organise individualised work integration training paths.
After evaluation, this approach could be transferred to other work integration

#### ≥ lade

organisations.

Work integration project in the building industry (Seine-Saint-Denis · La Courneuve)

Non-profit organisation: "social" driving school, socialisation workshops for immigrants, creation of a work integration project in building installation work

Partnership: €20,000

Jérôme de Maindreville, HR manager with Bateg (VINCI Construction) in Vélizy, and Patrick Charatre, head of the works department in the same company, employ the organisation as a subcontractor, together with work placements or jobs for people at the end of their work integration programmes and advise on job-seeking techniques.



#### **L'Etrier**

Professional integration in the building industry (Hauts-de-Seine · Gennevilliers)

Work Integration Social Enterprise: building installation work.

Partnership: €24,000
Erik Leleu, Human Ressources Director for VINCI, helps set up technical training programmes and professionalisation modules for the permanent team.

#### **Les Potagers de Marcoussis**

Sustainable growth (Essonne · Marcoussis)

Work integration project: organic market gardening.

Partnership: €20,000
Vincent Froissard, HR director with
Cofiroute (VINCI Concessions) in
Ponthévrard, and two of his employees
have been supporting the organisation
for a year. They offer people enrolled
in work integration programmes
the opportunity to attend training
programmes at Cofiroute (driving site
machinery, safety, etc.), participate in
sustainable development presentations
in motorway service areas and make
visits to the company.

#### ≥ Ateliers sans frontières

Springboard for young people (Val-de-Marne - Bonneuil-sur-Marne)

Work integration project: collecting and reconditioning old IT and sports equipment.

Partnership: €22,000

Dimitri Plantier, director of Freyrom (VINCI Construction) in Bucharest, belongs to the entrepreneurs' network to promote jobs for young people and buys IT equipment from the organisation's Romanian branch.

#### Haute-Normandie

# Conservatoire maritime du Havre

A journey around boats (Seine Maritime • Le Havre)

Work integration project: renovating old boats.

Partnership: €20,000

Bruno Peter, works manager with SDEL Applimatic (VINCI Energies) in Harfleur, is the project leader as chairman of the non-profit organisation.



#### Languedoc Roussillon

#### **Arcoss**

Water for life (Gard · Alès)

Sheltered workshop enterprise: industrial laundry.

Partnership: €20,000
Alain Couderc, business unit manager with Valette (VINCI Energies) in Alès, advises the organisation on management and finding new outlets.

#### **≥** Label Route

Eco-distribution (Hérault · Montpellier)

Work Integration Social Enterprise: ecological urban logistics platform.

Partnership: €25,000
Stéphane Gigou, HR director with
Sogea (VINCI Construction) in
Montpellier, and Philippe Camatchy,
Hérault manager for VINCI Park (VINCI
Concessions), hope to use Label
Route's services for the needs of their
companies and are looking at setting
up intermediate logistics points in car
parks in Montpellier.

#### **Orne Services**

Creation of green spaces (Lorraine · Mance)

The non-profit organisation *Orne Services* was set up in 1993 near Metz and works regularly with municipalities and companies in upkeep of green spaces. Its 20 employees are all enrolled in work integration programmes and benefit from technical training and refresher courses in basic knowledge and skills.

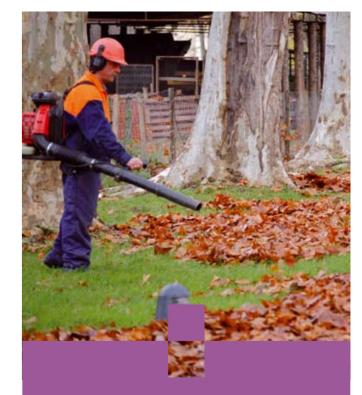
Given the increase in offers of subcontracting work, Orne Services is becoming a Work Integration Social Enterprise (WISE) and taking positions as a service provider, enjoying a direct link with companies that facilitates the professional integration of its employees.

#### **Foundation support**

≥ €20,000 to buy a tractor fitted with equipment to sow large areas of grassland to respond to calls for tender or larger subcontracting jobs. The organisation needed to modernise its equipment and this new tractor will allow it to expand its activity.

Michel Peres, quality safety delegate with Eurovia Management, and Frédéric Roth, Eurovia sector manager in Briey, have been liaising with Ornes Services for several years. They employ the organisation as a subcontractor and advise it on management and working methods. People under work integration contracts with the organisation are given the opportunity to undertake work placements at Eurovia to validate their professional skills.

# Spotlight





It's very satisfying to help people who are involved in helping others. I had no idea of the issues they faced. The subsidy will let them buy a tractor

so they can take on bigger projects and develop additional know-how.

Michel Peres

#### Lorraine

#### **≥** Valoprest

Recycling, creation, integration (Moselle · Metz)

Work Integration Social Enterprise: recovery, processing and selling wooden and iron objects.

Partnership: €21,000
Franck Handler, Director of Actemium (VINCI Energies) in Metz, informs his customers about *Valoprest* and collects objects for recycling from them.
He also advises the organisation on management and finding new outlets.

#### **≥** Acthis

Solidarity on the line (Meurthe-et-Moselle · Pulnoy)

Sheltered workshop enterprise.

Partnership: €18,000
Philippe Leroudier, director of VINCI
Energies Est Lorraine, is supporting
start-up of the project. Denis Fita,
voice and applications consultant with
Axians (VINCI Energies), provided
technical advice on installation of the
platform's network.



#### Martinique

#### ≥ Aseff

Professional integration through upkeep activities (Martinique · Fort-de-France)

Neighbourhood development committee: upkeep of buildings and green spaces, accompanied transport.

Partnership: €14,000
Maurice Vallée, manager of VINCI Park
(VINCI Concessions) in Fort-de-France,
mobilises Group companies in Martinique
with the aim of offering work placements to
people in training programmes.

### Midi-Pyrénées

# L'entreprise d'éco-construction lotoise

Ecological wooden houses (Lot · Catus)

Work Integration Social Enterprise: building individual ecological houses.

Partnership: €15,000
Philippe Plat, sector manager for Cahors with Freyssinet (VINCI Construction), helps the organisation by advising on management, finding new outlets and monitoring worksites.

#### **≥** Le Vélo sentimental

A different kind of restaurant (Haute-Garonne · Toulouse)

Work Integration Social Enterprise: a traditional restaurant.

Partnership: €15,000
Jean-Christophe Philipperon, sector manager with VINCI Park (VINCI Concessions) in Toulouse, helps the restaurant promote its services by advertising (fliers, posters, radio ads) in car parks.

#### **≥** Greenburo

Switching to green (Haute-Garonne · Toulouse)

Work Integration Social Enterprise: selective collection of office waste.

Partnership: €17,000

**Yvan Estienne**, director of Barde Sud-Ouest (VINCI Energies) in Muret, and Jacques Lebrere, purchasing manager for the same company, are working with *Greenburo* to set up a waste collection system in their company and publicise the organisation's activity with their network of contacts.



#### **≥** Montauban Services

In the heart of the neighbourhood (Tarn-et-Garonne · Montauban)

Neighbourhood development committee: upkeep of common spaces and green spaces in the neighbourhood.

Partnership: €16,000 Yves-Marie Péard, director of Demarais (VINCI Energies) in Montauban, and officer of the non-profit, supports the organisation by advising it on commercial strategy, training, human resources and safety.

#### **Desbals Services**

New integration avenues (Haute-Garonne · Toulouse)

Neighbourhood development committee: upkeep of buildings, roads and green spaces, upkeep of site huts, end-of-worksite cleaning.

Partnership: €5,000
Nicolas Dussart, principal works
supervisor with TMSO (VINCI
Construction) in Toulouse,
subcontracts upkeep of his site huts
to the organisation. He also introduces
Desbals Services to other Group
companies in the region.

#### Nord Pas-de-Calais

#### ≥ Mos'Art

Working closely with residents (Nord · Lille)

Neighbourhood development committee: upkeep of neighbourhood buildings and green spaces, building installation work and ironing service.

Partnership: €15,000 Eric Lachery, director of EJL (Eurovia) in Lille, offers workplace assessments and jobs in his company to local residents.

# What is a neighbourhood development committee

A non-profit organisation that promotes professional integration for residents of disadvantaged neighbourhoods through upkeep of public spaces. It also promotes social cohesion in this same neighbourhood through various locally based activities.





ff The neighbourhood development committee needs the outside perspective of a sponsor working in a company to enhance

its growth and development. I really admire these people - they are very determined and motivated and work with great perseverance and enthusiasm.

Jean-Philippe Turcaud

#### **Reconstruire Ensemble**

Urban services and social cohesion (Centre · Mainvilliers)

- Mainvilliers, on the outskirts of Chartres, is a municipality with 10,000 inhabitants - 40% of its housing stock is social housing. The neighbourhood development committee Reconstruire Ensemble has been active there for eight years. It has three main objectives: helping housing estate residents in the framework of locally based work integration projects, acting as a social centre for families in difficulty and improving relations in the community.
- The non-profit organisation has a wide range of activities: upkeep of green spaces, collection of household waste, distribution of the municipal newsletter, renovating apartments, etc. The work is particularly appreciated in that it is carried out entirely by local residents. The organisation employs minimum social wage beneficiaries from the neighbourhood with the aim of helping them "regain a foothold" in the labour market. Individualised training programmes are also proposed: reading and writing, basic refresher courses, driving licence and training in construction or green spaces.

#### **Foundation support**

- ≥ €15,000 to buy tools and a vehicle to transport employees working on upkeep of green spaces.
- > Jean-Philippe Turcaud, customer account manager at Freyssinet (VINCI Construction) in Palaiseau, regularly meets with the non-profit's work integration employees to inform them about construction jobs. He also liaises with companies in the region to find work and workplace assessment placements and helps it find new outlets.

#### Pays de la Loire

#### ≥ Arbre Anjou

Beautifying natural spaces (Maine-et-Loire · Gennes)

Work Integration Social Enterprise: upkeep of green spaces.

Partnership: €9,000

Sophie Bernard, head of the Cofiroute centre (VINCI Concessions) in Vivy, employs Arbre Anjou as a subcontractor on upkeep of green spaces along the motorway. She also organises validation of training work placements for people assisted by the organisation. Emmanuel Bonnet, regional director, and Laurence Dorizon-Saia, human resources manager, also participate in this partnership.

#### **≥** Accès-Réagis

Mobilisation around qualifications and employment

(Loire-Atlantique · Saint-Nazaire)

Work integration project: upkeep and development of rural spaces, market gardening, recycling of wooden packaging.

Partnership: €20,000

Jérémie Guitton, works supervisor with Viaud Moter (Eurovia) in Guérande. continues to promote the links established with his company back in 2003, by presenting civil engineering jobs, organising worksite visits, and proposing work placements and job offers.

#### **Les Mains Vertes**

Landscaping and DIY (Maine-et-Loire · Etriché)

Work Integration Social Enterprise: development and upkeep of green spaces, minor outside development/ improvement work.

Partnership: €17.000 Michel Tournebise, head of the Cofiroute operations centre in Angers (VINCI Concessions), and Sophie Bernard, head of the Cofiroute centre (VINCI Concessions) in Vivy, help the organisation find new outlets by employing it as a subcontractor and advising it on safety on its worksites.



#### ≥ Envie 44

Recycling and Integration (Loire-Atlantique · Saint-Nazaire)

Work Integration Social Enterprise: recovery and recycling of household appliances.

Partnership: €20.000 Stéphane Verbeken, director of Actemium (VINCI Energies) in Saint-Herblain, supports the organisation in human resources management and communication.

#### **Erdre et Loire Insertion**

Sewing and recycling (Loire-Atlantique · Ancenis)

Work integration project: upkeep of green spaces, renovation of buildings, sewing workshops using recycled fabric to create clothing and accessories.

Partnership: €20.000 Stéphane Rousserie, head of the Cofiroute centre (VINCI Concessions) in Ancenis, and Laurence Dorizon-Saia. human resources manager in the same company, will support the WISE by assisting with personnel management and offering work in the upkeep of green spaces at motorway rest areas.

#### Poitou-Charentes

#### **≥** Pourquoi Pas La Ruche

In the heart of a disadvantaged neiahbourhood (Vienne · Poitiers)

Neighbourhood development committee: a work integration catering service, laundry and second-hand clothes store

Partnership: €15,000 Arnaud Burban, regional director for **VINCI Energies** in Poitiers, helps the organisation control its costs and find new outlets.



#### **≥** Armada

Tournaments for all (Charente · Angoulême)

Work integration project: construction of lances and wooden boats for water tournaments, organisation of tournaments.

Partnership: €13,500

Jacques Gascuel, head of the Eurovia agency in Angoulême, presents civil engineering jobs to people enrolled in work integration programmes and employs the organisation as a subcontractor.

#### **>** Enfin

Environmental trades (Charente · Angoulême)

Work integration project: building installation work, upkeep of natural spaces, market gardening.

Partnership: €25,000

Jean-Luc Bertrand, director of SDEL

Charentes Energie (VINCI Energies) in

Brie, sponsor since 2006 and officer of
the non-profit organisation, employs

Enfin as a subcontractor and advises it
on finding new outlets.

#### Le Relais

Recycling and production of wooden pallets (Deux-Sèvres · Thouars)

Work Integration Social Enterprise: production and recycling of industrial pallets, recycling of wood waste.

Partnership: €25,000
Patrick Gay, director of Fradin Bretton
(VINCI Energies) in Bressuire, and
Hervé Chauvin, customer account
manager in the same entity in
Thouars, advise the organisation on
its development strategy and put it in
contact with other Group companies.

#### Provence - Alpes Côte d'Azur

#### **≥** Médit'Action

Cultivating the olive (Bouches-du-Rhône · Velaux)

Work integration project: oleiculture.

Partnership: €15,000
Ammar Dhouib, head of the geotechnical department for VINCI Construction France, put the organisation in contact with the Foundation. Luc Faure, head of the Eurovia
Aix-en-Provence agency, helps work integration employees supported by the organisation to acquaint themselves with civil engineering jobs through site visits and work placements.

#### ≥ Assamma

Well-being at your fingertips (Bouches-du-Rhône · Marseilles)

Non-profit organisation: professional integration for blind or partially sighted people through teaching seated massage techniques.

Partnership: €16,000
Corinne Meurice, HR director with
Dumez (VINCI Construction) in
Aix-en-Provence, and Ingrid Lomagno,
works supervisor in the same company,
help promote the services provided
by Assamma (combating stress
and promoting well-being) in their
company.



#### **≥** Clarisse Environnement

Upkeep of natural spaces (Var · Fréjus)

Work integration project: development and upkeep of green spaces, urban cleaning.

Partnership: €15,000
Philippe Hardi, head of the Eurovia
Fréjus agency, presents civil
engineering jobs to the organisation's
employees once they have completed
their work integration programme.

#### **►** Insertion Emploi Formation

Frescoes on the school walls (Bouches-du-Rhône · Marseilles)

Work integration project: building installation work.

Partnership: €15,000

Laurent Rassant, centre manager at

Travaux du Midi (VINCI Construction)
in Aix-en-Provence, introduces
construction jobs to young people
in work integration programmes:
site visits, workplace assessments,
professionalisation contracts.



#### **≥** Tremplin

Restoring heritage sites (Var · La Seyne-sur-Mer)

Work integration project: restoration of maritime forts, building work.

Partnership: €15,000
Jérôme Coupy, principal works
supervisor with Freyssinet (VINCI
Construction) in Gémenos, provides
technical advice for *Tremplin's* different
worksites and is considering using
the organisation as a subcontractor.
He plans to find jobs at Freyssinet for
people supported by the organisation
and interested in construction jobs.

#### **≥** Main Forte Paca

From transport to employment (Bouches-du-Rhône · Aix-en-Provence)

Work Integration Social Enterprise: regional road transport.

Partnership: €25,000
Mathieu Kasprzak, operations
director with Jean Lefebvre (Eurovia) in
Châteauneuf-les-Martigues, and Luc
Faure, head of the Eurovia Aix-enProvence agency, are advising Main
Forte on commercial start-up and also
buy services from the organisation.

## **≥** Compagnons Bâtisseurs **Provence**

Building solidarity (Bouches-du-Rhône · Marseilles)

Work integration project: building, with help to get one's life back on track.

Partnership: €13,000
Marc-Henri Darneix, sales director
with Dumez Méditerranée (VINCI
Construction) in Marseilles, advises
the organisation on development
and financial management. He helps
promote work placements and
workplace assessments with his

subcontractors.

#### ≥ La Table de Cana

Social restaurant (Alpes-Maritimes · Grasse)

Work Integration Social Enterprise: restaurant - catering.

Partnership: €15,000

Philippe Béridot, operations manager with VINCI Park (VINCI Concessions) in Grasse, helps *La Table de Cana* with its communication by displaying its brochures in car parks.



#### > Atelier des Ormeaux

Sewing and green spaces (Alpes-de-Haute-Provence · Manosque)

Non-profit organisation: accommodation for women who are victims of violence, outreach and consulting for people excluded from mainstream society. work integration projects in sewing and

Partnership: €28,000 development strategy.

#### Rhône-Alpes

#### **Batira**

Building company (Rhône · Villeurbane)

Work Integration Social Enterprise: building installation work.

Partnership: €15,000 Christian Comby, director of special works with Pitance (VINCI **Construction**) in Lyons, has already worked with Batira on several projects. He is taking this collaboration further by proposing work placements and jobs to people supported by the organisation.

#### **≥** Promoleman

Recycling ink cartridges (Haute-Savoie · Douvaine)

Work Integration Social Enterprise: collection and refilling of ink printer cartidges.

Partnership: €10.000 Jean-Marc Bontron, director of the GTM Génie Civil et Services agency (VINCI Construction) in Annecy, helps Promoleman develop its network of client companies and advises it on management and development.

#### Champ des Cimes

Mountain gardens (Haute-Savoie · Passy)

Work Integration Social Enterprise: natural spaces, development and management of an educational garden.

Partnership: €20,000 **Jean-Marc Bontron**, director of the GTM Génie Civil et Services agency (VINCI Construction) in Annecy, has been supporting *Champ des Cimes* for three years by advising them on development and providing technical assistance.



#### Main Forte Rhône-Alpes

On track for integration (Isère · Bourgoin-Jallieu)

Work Integration Social Enterprise: regional road transport.

Partnership: €15,000

Serge Martinie, marketing manager with Eurovia in Lyons, advises Main Forte on finding new outlets.

#### ≥ Réussir l'Insertion à Bron

Support and training (Rhône · Bron)

Non-profit organisation: supporting people looking for a job.

Partnership: €15,000

Georges Brochet, team foreman with Roiret Expo (VINCI Energies) in Lyons. provides material assistance for the premises and promotes the organisation with his managers with the aim of offering work placements in the company.



#### ≥ lardin de Cocaone du Pays de l'Arbresle et des monts de Tarare

Gardening as a path to integration (Rhône · Bully)

Work integration project: organic market aardenina.

Partnership: €20,000 Nelly Destève, communication manager with ASF (VINCI Conces**sions**) in Lyons, puts the organisation in contact with Group companies working on the A89 construction project. Jean Capiémont, at the time quality-environment director for VINCI Construction France and coordinator of the Group's sustainable development approach in the region, contributed his technical expertise for building the organisation's premises.

#### **Parenthèse**

Creation of a community garden (Drôme · Toulaud)

Work integration project: organic market gardening.

Partnership: €25.000 Emmanuel Morand, director of Coca Sud-Est (VINCI Construction) in Valence, offers work placements in his company to the young people supported by the organisation and helps disseminate safety best practices.

upkeep of green spaces.

Michel Pedeau, director of Chaillan TP (VINCI Construction) in Manosque. offers subcontracting work in green spaces and advises on quotes and

# Training and qualifications

> Supporting non-profit organisations that offer training, establish links between trainers and recruiters and provide career guidance to young people without qualifications to help them move into the world of work.

With the emergence of mass unemployment in the 1970s and, at the same time, the increase in the average level of training and qualifications, companies tended increasingly to adopt more selective recruitment practices. In 2005, the rate of unemployment among people with no qualifications was 15% versus 7% for people with two years of higher education, according to INSEE (French statistics gathering organisation).

At the same time, almost 150,000 young people emerge from the education system every year without any qualifications. This first obstacle to professional integration is exacerbated by a number of others: behaviour that is often incompatible with the world of work, a total lack of contacts and little understanding of economics and the business world, for example.

In a conventional recruitment system that is still very largely focused around diplomas or work experience, these people have great difficulty in capitalising on their operational capabilities.

The non-profit organisations supported by the VINCI Foundation work to tackle these difficulties.





#### **GEIQ BTP 49**

Training in construction and civil engineering jobs (Pays de la Loire · Angers)

To help young people keen to find a job in the construction and civil engineering sector: this is the mission of the team running *GEIQ BTP 49*, this employer group to promote social integration through work and qualifications in the construction sector. Set up in 1998, *GEIQ BTP 49* brings together 75 companies around Angers, Saumur and Cholet.

During the 18 months of their training and qualifications programme, the young people work in three different companies. In this way, they learn about different techniques and cultures, thereby increasing their chances of subsequently finding a job. The result: 70% are hired by a member company.

#### **Foundation support**

≥ €20,000 to buy a service vehicle to facilitate travel for permanent staff, and 15 complete safety kits for the young people undergoing training.

The partnership with VINCI companies has never faltered since the *GEIQ BTP 49* was set up. The VINCI Foundation first provided support in 2003.

Jean-Claude Vallerie, director with VINCI Energies Ouest Atlantique, is an active member of the organisation's committee. Every year he recruits several young people through the organisation and helps it contact other Group companies to offer its services.

# Spotlight

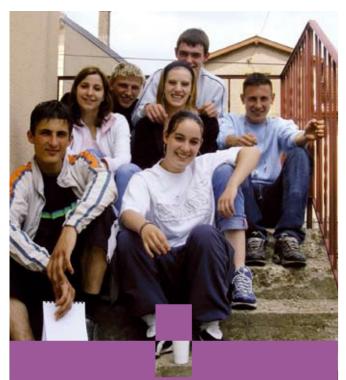




I have been a member of the GEIQ since 2005.
I was appointed vice-chairman in November 2008. In concrete terms, I try

to contribute my management experience as a business unit manager.

Jean-Claude Vallerie





Apef, we had a lot of people pulling out of work-study programmes, primarily for non-professional reasons; working

with Apef has allowed us to retain some of them and offer these young people unlimited-term contracts. 11

Pierre Strecker

#### **Apef**

Qualifications for young people in difficulty (Lorraine · Metz)

Specialised in training and supporting young people in difficulty lacking basic qualifications, *Apef* (non-profit organisation promoting work and employment) acts in the area around Metz. The team is active in two main areas: supporting jobseekers directed to the organisation by the ANPE (French employment office) and supporting training and professional integration for young people. Educational workshops, citizenship programmes, discovering the world of the company, homework clubs: every year, the organisation reaches over 100 young people.

Apef has developed a specific programme for young people in work and study programmes, which involves individualised, local mentoring. The young people are monitored by trainers who help them integrate into their company, ensure that they attend training courses regularly and help with administrative formalities. Encouraged by the positive results of this action (failure rate of 10% compared to a standard average of 40%), the organisation is keen to expand this project to the Rheims region to support another 30 young people, starting this year.

#### **Foundation support**

≥ €15,000 to help the organisation set up an office in this new region.

Pierre Strecker, human resources manager with regional management (Est), VINCI Construction
France, has been working with the *Apef* team for two years. He is involved in the work-study programme support initiative with the aim of improving the young trainees' professional integration.

#### Aquitaine

# **☑** GEIQ BTP Landes et Côte Basque

Qualifications for young people (Pyrénées-Atlantiques · Bayonne)

Employer group to promote social integration through work and qualifications: training and work-study programmes in the construction trades for young people without qualifications.

Partnership: €18,500

Hugues de la Boutresse, director of Faure Silva (VINCI Construction) in Bayonne, has been working with the *GEIQ* for several years and offers jobs to young people in his company.



#### **≥** Amicale laïque de Bacalan

IT training
(Gironde - Bordea

(Gironde · Bordeaux)

Neighbourhood association: homework clubs, arts workshops, training and support for finding a job for people enrolled in professional integration programmes.

Partnership: €13,000

Lionel Moreau, installation director with Adim (VINCI Construction) in Mérignac, organises presentations of the construction trades to trainees supported by the organisation, along with site visits to allow them to validate their career objectives.

#### Ile-de-France

#### **≥** GEIQ IDF

Training young people for jobs on worksites

(Seine-Saint-Denis · Pantin)
Employer group to promote social integration through work and

qualifications: training and recruiting young people excluded from the labour market in construction and civil engineering trades.

Partnership: €15.000

This is a second sponsoring initiative; the employer group is chaired by Jean-Yves Cojean, chairman of GTM Bâtiment (VINCI Construction).

#### ≥ Zy'Va

Tixité

(Hauts-de-Seine · Nanterre)

Neighbourhood association: "NICTs" in the heart of the housing estate.

Partnership: €30,000

Bertrand Delgado, purchasing coordinator with VINCI in Rueil-Malmaison, and Stéphane Rousseau, director of IT services with Eurovia in the same town, contribute to offering advice on management, sponsor young people in difficulty and help with setting up the IT system.

#### Pays de la Loire

# **≥** Mission sans frontières pour l'emploi

On track for employment (Mayenne · Laval)

Non-profit organisation: setting up training and work experience for young people without qualifications.

Partnership: €10,700
Erwan Bihel, director of Santerne
(VINCI Energies) in Laval, liaises with
the organisation to set up training
paths for the young people, followed by
a job offer.



#### Rhône-Alpes



#### > EPI

Towards employment (Ain · Bourg-en-Bresse)

Non-profit organisation: supporting people looking for jobs and training.

Partnership: €15,000
Emmanuel Morand, director of Coca
Sud-Est (VINCI Construction) in
Saint-Priest (Lyons), recruits people
supported by EPI on several of his
worksites.

#### **≥** Ressort

Succeeding in finding a job (Rhône · Lyons)

Non-profit organisation: supporting jobseekers.

Partnership: €12,000
Claude Beurel, regional director of
Eurovia Alpes, has already assisted
the organisation and continues to
give Ressort trainees the benefit of his
experience and network of contacts.
Serge Martinie, marketing manager
with Eurovia Management in Lyons,
also supports this project.

#### 0

#### What is a GEIQ

An employer group to promote social integration through work and qualifications (French acronym GEIQ) brings together companies that set up qualification paths for people who have difficulty moving into the world of work, through work and study programmes in training centres and member companies. Every year, almost 70% of the people completing the GEIQ programme find a job.

#### **GEIQ BTP 35**

Improving induction and follow-up (Brittany · Rennes)

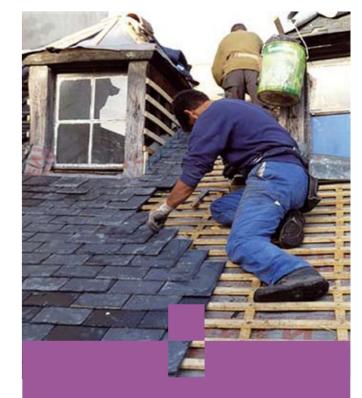
- Created in 2003 at the initiative of 10 Rennes-based construction and civil engineering companies, the *GEIQ BTP 35* employer group every year supports young people most of them without any means by offering them training in the construction and building trades.
- Now a confirmed player in the local area, the *GEIQ* is receiving an increasing number of requests for help. To cope with this increase and to guarantee quality follow-up of its beneficiaries, the organisation developed a follow-up record for people on work integration programmes on worksites. At the same time, the *GEIQ BTP 35* employer group decided to diversify its activities by canvassing companies in new sectors, such as plumbing or pipe-laying.

#### **Foundation support**

≥ €20,000 to buy a vehicle for professional use and employee transport.

Olivier Pellerin, Sogea Brittany agency manager (VINCI Construction), and Stéphane Plagniol, director of the GTM agency (VINCI Construction) in Brittany, are helping to set up a new tool for follow-up of people on work integration programmes on worksites for more effective mentoring. Ambassadors of this approach with general foremen, they also promote use of the follow-up record in their respective companies.

# Spotlight





Olivier Pellerin and I were already on the Board of Directors of the GEIQ. We suggested to the Director of the GEIQ to apply for support from the Foundation.

Today, we are helping set up better monitoring of candidates, by improving induction and integration on worksites.

Stéphane Plagniol

# Transport for employment

> Encouraging initiatives that improve the mobility of people in difficult circumstances and facilitating their integration into the labour market.

In the 1970s, French employees had to travel 20 km on average a day between home and work – today, they travel 40 km. Over the years, mobility has become a social norm: in 2006, more than 80% of French households had a car. These trends are not solely the result of cheaper vehicles or greater purchasing power. Rather, we observe increasing geographical sprawl and hence greater distances between residential areas and places of work.

Not having a driving licence or a car, living in places poorly served by public transport and working outside normal working hours are all quite substantial obstacles: how can people in these isolated circumstances find employment?

From social driving schools to a directory of all the means of transport available, community taxis and car pooling – there are many possibilies. Non-profit organisations like *Voiture & Co* and *Roue de Secours* are keen to work in this area and propose basic mobility solutions (driving licence, spatial orienteering, reading maps) or rental of two-wheeled vehicles for a modest fee.



#### **Voiture & Co**

Move towards employment (Provence-Alpes-Côte d'Azur · La Ciotat)

Non-profit organisation *Voiture & Co* provides new, sustainable, inclusive mobility solutions in six French regions. In La Ciotat, in the south of France, it offers mobility assistance for people in work integration programmes (jobseekers, minimum social wage beneficiaries, disadvantaged young people, etc.). This *Move towards employment* platform is the first service of its type in France.

The platform operates a minibus, sells reduced-price travel tickets and rents out bicycles, scooters and cars at very low cost. These different transport solutions can be used to meet beneficiaries' one-off travel requirements (job fair, job interview) or longer-term needs (training). In 2008, *Voiture & Co* helped almost 1,000 people find the most appropriate transport solution.

#### **Foundation support**

≥ €24,000 to buy a second minibus to cope with the increase in demand.

Laurent Fontaine and Sophie Guillaume-Keghian, respectively district director with ESCOTA (VINCI Concessions) in Aubagne and sector manager with VINCI Park (VINCI Concessions) in Marseilles, are already very active: their sponsoring engagement started in 2007, when the organisation first received support from the VINCI Foundation. Besides participating in the platform's steering committee, the sponsors facilitate access to Group car parks in the region for people supported by the organisation.

# Spotlight





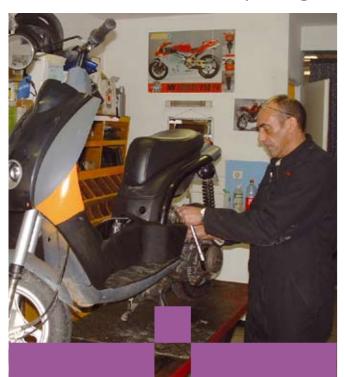
It's very satisfying to see that this whole nonprofit network exists and to meet motivated, very professional people.

Laurent Fontaine



I wanted to invest in something outside my work and offer another vision of our company as interested in people and able to help them with their problems.

Sophie Guillaume-Keghian





This experience let me share common values and establish links with other people from different backgrounds.

Michel Duru

#### La Roue de Secours

Driving towards employment (Franche-Comté · Besançon)

Set up in 1998 to counteract the serious mobility problems experienced by people looking for employment in the Besançon region, non-profit organisation *La Roue de Secours* rents scooters and small motorbikes for a one-month period (renewable). The rental fees proposed are very affordable – 670 rental contracts were signed with 230 people in 2007. Some 50% of them found a job or training opportunity after being assisted by the organisation (fixed-term/unlimited term work contract, temporary job or training leading to qualifications).

Already active in three towns in the region, the organisation opened a new branch in Belfort in 2008 following a request from the County Council (conseil général). The beneficiaries include jobseekers, minimum social wage beneficiaries, people living in isolated areas, young people with few qualifications, temporary workers and people who have recently started working.

#### **Foundation support**

≥ €21,000 to buy 20 scooters and the necessary safety equipment.

Michel Duru, sector manager with Eurovia in Besançon, helps promote the organisation's services with other companies in the region, and offers work placements to people interested in civil engineering jobs.

#### Nord Pas-de-Calais

#### ≥ Défi Mobilité

Getting mobile for employment (Pas-de-Calais · Saint-Omer)

Non-profit organisation: rental of scooters and cars.

Partnership: €15,000

Pierre Riom, head of Opteor (VINCI Energies) in Saint-Omer, advised the organisation's director on management, particularly for the first few months after start-up. He also gives *Défi Mobilité* access to the tools set up by Opteor for promoting road safety.

## Pays de la Loire

#### ≥ Assdac

Social garage (Vendée · La Roche-sur-Yon)

Creation of a social garage: maintenance of vehicles and low-cost rental for people in work integration programmes.

Partnership: €15,000

Jean-Hubert Maingret, project
manager with the regional
management of ASF (VINCI Concessions) in Niort, helps the organisation
work on the theme of safety for
employees and users of the garage.



#### Poitou Charentes

#### ≥ Adsea 86

Learning how to drive and steer your own life (Vienne · Châtellerault)

Non-profit organisation: social driving

school to help people in work integration programmes become independent.

Partnership: €15,000

Annick Laurendeau, human resources

Annick Laurendeau, human resources management assistant with Cofiroute (VINCI Concessions) in Châtellerault, organises visits to operations centres for people supported by the organisation, offers advice on accident prevention and safety in motorway driving and informs them about jobs in her company.

### Rhône-Alpes

# Innovation et Développement

Social driving school (Rhône · Saint-Fons)

Non-profit organisation: supporting job-seekers and driver training.

Partnership: €10,000
Corinne Perret, quality-safetyenvironment manager at Chantiers
Modernes Rhône-Alpes (VINCI
Construction) in Bron, presents jobs
in her company to people supported
by the organisation who are interested
in construction-civil engineering jobs.
Goal: to offer work placements and
perhaps jobs.



# Promoting social cohesion

The trend towards individualism and social isolation in society is frequently pointed out. Many non-profit organisations have been working for years to make social cohesion a reality. The VINCI Foundation supports primarily those whose end-purpose is to raise young people's awareness of good citizenship, encourage the most isolated people to reintegrate into society and give particularly disadvantaged people access to housing.

- > Youth and citizenship
- ≥ Moving back into society
- Access to housing



# Youth and citizenship

> Supporting non-profit organisations involved in promoting good citizenship, collective responsibility and the rules for living in society, particularly among young people.

According to an international study<sup>1</sup>, young French people have the highest degree of pessimism about work and institutions and the least confidence in the future. Among the 16-29 year olds interviewed in 17 countries, only one out of four young French people deemed that the future was "promising", compared to almost 60% in Denmark. Only a little over one-third (39%) believed that "people can change society". This is worrying, given that the growth of a country and its social cohesion depend heavily on the potential of its young people, their self-confidence and their integration into the world of work and society.

For the sixth year running, the VINCI Foundation is supporting organisations working to promote good citizenship, notably among young people. By helping them rediscover a taste for learning, giving them artistic responsibilities, teaching them good citizenship values or running homework clubs, these organisations work to ensure that the young people of today are able to occupy their rightful place in society.





#### **Les Potes en Ciel**

A different kind of café (Nord - Pas-de-Calais · Lille)

For two years, non-profit organisation *Les Potes en Ciel* has been organising cultural and artistic activities for children in the Fives neighbourhood, a disadvantaged area in Lille. In November 2008, it opened a "community" café in the same neighbourhood, set up to encourage social diversity, awareness of sustainable development and openness to culture. Adults and children meet up in the café on Wednesdays and weekends around various fun and educational activities: stimulating spaces for babies, painting and modelling workshops, library, games, puppets and spaces where parents can talk about their difficulties, etc.

The project is characterised by a participatory approach: the organisation's staff is supported by a network of 30 volunteers and a board of directors consisting of 12 young people very involved in its work. Likewise, a children's committee (eight altogether, aged from 6 to 14) helped set up the café and decides on the choice of activities and events.

#### **Foundation support**

≥ €20,000 to finance some of the work and purchase of educational materials.

Sonia Depin, programme assistant, and Laurent Tanchou, operations manager with VINCI Immobilier in Lille, have been involved in the project since its inception. They present creative workshops and advise the organisation on ensuring that the premises comply with the different standards.

# Spotlight





I am very happy to be able to get involved alongside Les Potes en Ciel: it's a way of finding a balance between my professional life and the world of non-profit organisations.

Sonia Depin

<sup>&</sup>lt;sup>1</sup> Young people facing the future, an international study directed by Anna Stellinger, with the collaboration of Raphaël Wintrebert, Fondation pour l'Innovation Politique, 2008





We are trying to broaden the concept outside the framework of rugby and expand it to include the whole region

and even beyond. I would like to encourage employees in my team to get involved too.

Gérard Queyrel

#### **Tremplin Jeunes Espoirs**

Scrum for success (Auvergne · Mozac)

A sense of initiative, perfectionism and effort, keeping sight of a goal, team spirit, etc: these are values shared by rugby players and prized in the corporate world. This was the insight that led to the creation of the non-profit organisation *Tremplin Jeunes Espoirs*, whose goal is to support the professional and social success of young people via the sporting values of rugby, around the town of Riom, near Clermont-Ferrand.

Concretely, the young person is put in contact with a "sponsor" from the corporate world or local government, who mentors him/her for six months: self-knowledge, defining career objectives and short work placements. The first "class" started up in January 2008 and relations have already been established with local companies.

#### **Foundation support**

≥ €20,000 to help start up the non-profit organisation.

Gérard Queyrel, district manager in Thiers with ASF (VINCI Concessions), is helping develop the programme around Thiers and Issoire. He also mentors a young person supported by the organisation. Philippe Ladet, head of the Eurovia Dala agency in Clermont-Ferrand, is mentoring a "future champion" in the second "class". He is also a member of the organisation's steering committee and publicises the programme with employees as a way of finding new mentors.

# Ile-de-France (Paris Region)

# Parrains par'mille First SOS sponsorship space (Paris)

Non-profit organisation: sponsoring a child from your street.

Partnership: €23,000
Bernadette Moreau, qualitysafety-environment manager with
Cofiroute (VINCI Concessions) in
Sèvres, contributes her expertise in
management, marketing and finding
partners. She liaises with Cofiroute's
IT people and the entities managing
VINCI Park (VINCI Concessions)
billposting spaces.



#### **Les Petits Riens**

Social integration for young people through music (Paris)

Non-profit organisation: workshops for discovering classical music and corporal expression for junior secondary school students in Priority Education Zones.

Foundation support: €10,000

Damien Delvaux, structured financing projects officer with VINCI Concessions in Rueil-Malmaison, advises the organisation on establishing its budget and monitoring its accounts.

#### **►** Fondation Royaumont

Access to artistic practices for young people in a Priority Education Zone (Val d'Oise · Asnière-sur-Oise)

Non-profit organisation: cultural activities and raising awareness of the arts.

Partnership: €25,000
Patrick Palem, director of Socra (VINCI Construction) in Marsac-sur-L'isle, advises the organisation on renovation and equipment of its premises. He supports production of practical tools to help transmit an interest in heritage

preservation and related jobs to the

young people participating in the

## Midi-Pyrénées

#### ≥ Asem

programme.

Scopados (Haute-Garonne · Toulouse)

Socio-educational organisation: workshop for making wooden objects and theatre sets by teenagers.

Partnership: €7,000

**Arnaud Charpantier**, works supervisor with **Eurovia** in Toulouse, employed the non-profit organisation to make signage and safety fences for worksites in the neighbourhood.



# **Unis-Cité Midi-Pyrénées**Discovering the world of work (Haute-Garonne · Toulouse)

Non-profit organisation: six-nine month "civil service" programme for young people aged 18 to 25.

Partnership: €26,000
Employees of Bourdarios (VINCI
Construction) in Toulouse help young
people belonging to the organisation define their career objectives
(simulated job interviews, site visits,
etc.). A joint day of action in favour of
disabled people is also planned.

#### Nord Pas-de-Calais

#### **≥** Unis-Cité

A branch in Valenciennes (Nord · Valenciennes)

Non-profit organisation: six-nine month "civil service" programme for young people aged 18 to 25.

Partnership: €30,000

Laurent Halter, director of Actemium
(VINCI Energies) in Valenciennes, opens
the doors of his worksites to young
people from *Unis-Cité* and presents
the different jobs in his company.
VINCI employees also mentor the
young volunteers belonging to the
organisation.



#### Provence - Alpes Côte d'Azur

#### **≥** Nouvel Horizon

In the heart of the housing projects (Var · La Seyne-sur-Mer)

Non-profit organisation: homework clubs, leisure activities for children, counselling for families in a disadvantaged neighbourhood in La Seynesur-Mer.

Partnership: €20,000
Jean-Luc Riou, manager of the
Eurovia agency in Toulon, Thierry de
Tournadre, sector manager, and Tahar
Hachani, a manual worker in the same
company, offer site visits to young
people in the neighbourhood to raise
their awareness of civil engineering
iobs.

#### Karm@

Residents bear witness (Centre · Tours)

Set up in Tours in 2005, Karm@ set itself a dual goal: to enhance the self-esteem of inhabitants in disadvantaged neighbourhoods while also proposing cultural and creative activities for young people in the neighbourhood. The non-profit organisation also works with sick children and young people from troubled neighbourhoods, proposing numerous artistic and stimulating activities in liaison with socio-educational institutions. Multimedia workshops, creation of an artistic garden in the heart of a housing project, reading clubs, etc. – the organisation reaches over 100 young people every year.

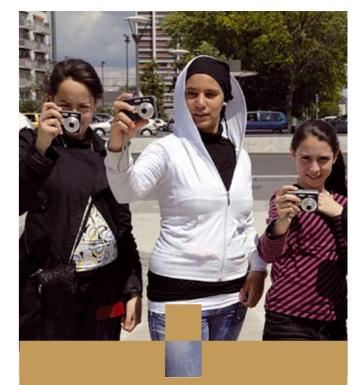
In 2008, *Karm@* decided to call on the VINCI Foundation to support a travelling exhibition initiative: in a particularly tough neighbouhood of Tours, 34 young people were assisted by *Karm@* artists to produce a photo and sound documentary of their neighbourhood and its inhabitants. They learned how to put on an exhibition from start to finish: taking photographs, conducting interviews, explaining their work during exhibitions, etc., the idea being to change their view of themselves and others.

#### **Foundation support**

≥ €10,000 to finance purchase of photo frames fitted with an audio system.

▶ Jean-Luc Brayé, sector manager with VINCI Park (VINCI Concessions) and his deputy, Jean-Baptiste Candela, allowed *Karm@* to exhibit the photographs in VINCI Park's city-centre car park.

# Spotlight





It allows me to make contact with people that I would never meet otherwise and to discover a field that I didn't know anything about.

Jean-Luc Brayé

# Moving back | into society

> Promoting structures set up to help people excluded from mainstream society regain their self-confidence and become reacquainted with normal life.

Of all the countries in Europe, France devotes the largest budget to social welfare. Every year, it spends 30% of its national wealth, i.e. around €450 billion, on social welfare, a budget that has doubled over the last 20 years.

poverty. The observation made on launch of the Social Cohesion Plan in 2004 was unambiguous: "Social cohesion is in danger". Many different groups of people are victims of social isolation or are in danger of becoming so: people living on their own, families with or without children, people in prison, disabled people, etc. Isolation is a major factor on the path to social exclusion and poverty, whatever the age of the person concerned: this trajectory recurs in all the life stories of people in difficulty. It is often at a time when they are most in need that vulnerable people lack moral and material support.

Nevertheless, there is still a need to combat social exclusion and

The VINCI Foundation supports many, very diverse organisations set up to promote social reintegration for people excluded from mainstream society, including community grocery stores and cafés, counselling centres and parent-child centres.

#### Acise

Combating homelessness (Martinique · Fort-de-France)

Acise was set up in 2002 to run an accommodation and social rehabilitation centre (CHRS) in Fort-de-France, in Martinique. Every year, almost 500 people (women fleeing domestic violence, drug addicts, homeless people, etc.) are welcomed: apart from the urgent question of accommodation, it seeks to deal with any administrative problems that prevent people taking advantage of more long-term social assistance. Acise is also active "on the ground": in partnership with Samu Social International (social emergency "ambulance"), it mobilises day and night teams to provide health and social assistance to people living on the street. Their aim is to encourage people to use their structures, notably accommodation.

It recently set up an organic farming work integration project to provide work and professional counselling for residents.

#### **Foundation support**

≥ €15,000 to buy a new, specially equipped vehicle to allow the mobile team to intervene more effectively.

Maurice Vallée, manager of VINCI Park (VINCI Concessions) in Fort-de-France, himself submitted the request to the Foundation. Since the sponsorship started up, he has offered work placements in his company to people on work integration programmes and regularly mobilises other Group companies for the same purpose.

# Spotlight





I am very happy to be able to contribute something, no matter how small. I often talk with people living on the street. Each person has his or her own

story. The population concerned is very diverse – it could happen to anybody.

Maurice Vallée

 $<sup>^{\</sup>rm 1}\,\text{Social}$  Cohesion Plan, Ministry for Employment, Work and Social Cohesion 2004, page 3.





particularly like about NPNS is its combat in favour of gender equality and development of male-female

equality, an area in which there is still a lot to be done to change people's attitudes. As a citizen, I am also very interested by NPNS's capacity to transmit a new version of the still very modern idea of secularity.

Pierre Coppey

#### **Ni Putes Ni Soumises**

Ni Putes Ni Soumises · A visible reception platform (Ile-de-France · Paris)

"Ni Putes Ni Soumises!" (NPNS), a movement created in 2003, fights against all forms of violence against women. The organisation has set itself the goal of promoting gender equality and combating ghettos. To assist women who are victims of violence, NPNS set up the "Maison de la mixité", a structure offering outreach and activities in the 20th arrondissement of Paris, which provides a warm, friendly space for women in difficulty.

The organisation received support from the Foundation in 2005 and again in 2008. The new project consists of rehabilitating the "Maison de la mixité" by repairing technical damage and raising the organisation's profile. The *NPNS* website needs to be overhauled to better inform women and young girls about the existence of a place where they can find support and counselling (emergency accommodation, psychological and legal counselling, etc.).

#### **Foundation support**

≥ €30,000 to renovate the "Maison de la mixité" premises and overhaul the organisation's website.

Pierre Coppey, Chairman and CEO of Cofiroute and Chairman of Arcour (VINCI Concessions), continues to provide advice and global support to the organisation and actively support integration of women in the company.

# Ile-de-France (Paris Region)

# La Traboule Rebuilding lives (Paris)

Non-profit organisation: reintegration of street people through minor removal work.

Partnership: €10,000
Sophie Bonnaure, director of human resources for GTM Bâtiment (VINCI Construction) in Nanterre, helps the organisation find new outlets.



#### Provence - Alpes Côte d'Azur

#### **Fidélie**

Keeping prisoners in contact with their families (Bouches-du-Rhône · Marseilles)

Non-profit organisation: low-cost collective transport for families and friends of inmates of penitential institutions in the region.

Partnership: €18,000
Philippe Jeuffray, director of Santerne (VINCI Energies) in Marseilles, and Evelyne Chapoton, administrative and accounting manager in the same company, sponsor the organisation.



#### Rhône-Alpes

#### **≥** Couleurs et Senteurs

A vegetable garden for professional integration
(Isère · Tionieu-Jameyzieu)

Work integration project: organic market gardening.

Partnership: €12,000
Bertrand Nicolas, director of EBM
(VINCI Construction) in Lyons, provides material assistance to the organisation to improve its installations and invites people supported by the organisation to visit a worksite and discover possible job opportunities.

(Isère · Tignieu-Jameyzieu)





an open day with the organisation's specialised social workers to present our company's jobs and safety

training. Later, we will offer work placements in the company to the programme's beneficiaries.

Sylvain Ouvry

#### **Avenir**

Prison without walls (Auvergne · Riom)

Avenir, a non-profit organisation based on the outskirts of Riom (Clermont-Ferrand), specialises in two types of action: accommodation for prisoners nearing the end of their sentence and work integration projects. While remaining under the responsibility of the pentential administration, some 100 prisoners are housed by Avenir during the week and participate in work integration schemes. In 2007, Avenir organised 10 programmes allowing 80 people to gain a footing in the world of work and rediscover the basic rules of teamwork. The people supported receive technical training in upkeep of green spaces and masonry. The programme allows them to improve their social attitudes and employability for successful reintegration after their release.

#### **Foundation support**

≥ €18,000 to buy two vehicles for transporting the trainees.

Sylvain Ouvry, project manage for L'Entreprise Electrique (VINCI Energies) in Clermont-Ferrand, and Jean-Michel de Ribier, head of the same company, liaise with the organisation for work placements, workplace assessments or job offers for the people supported by Avenir, using their network of professional contacts. They also contribute advice and tools for enhancing safety on the organisation's worksites.

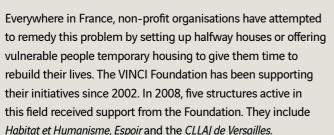


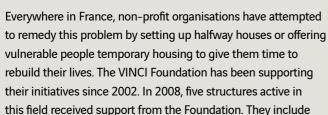
## Access to housing

> Encouraging non-profit organisations that help the most vulnerable people to find housing.

In 2008, almost 100,000 people in France were estimated to be homeless. On top of this already substantial number, almost the same number of families were evicted from their homes. The issue of housing affects a even wider group of people: the numbers of vulnerable people encountering difficulties in finding stable and decent housing have risen continuously over the last few years, due primarily to insanitary housing, high prices in the property rental market or unsuccessful requests for social housing (around 46%). To date, the number of people with serious problems of unsuitable housing in France is estimated at 3.5 million<sup>1</sup>.

Access to housing and the quality of that housing is a central factor in the everyday difficulties facing poor families. In its 2007-2008 report, the Poverty Observatory highlighted the "relatively high mobility of poor and low-income households"2. Under these circumstances, how can people already made vulnerable by other factors (unemployment, health problems, etc.), find stability? How can they make plans for their future if they don't have a place to live?





<sup>&</sup>lt;sup>1</sup> Fondation Abbé Pierre for housing for vulnerable people, 2009 Annual Report

#### Habitat et Humanisme Manche

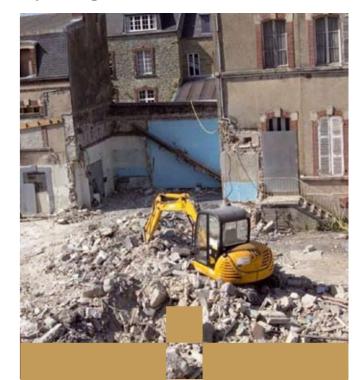
Halfway house in Cherbourg (Basse-Normandie · Cherbourg-Octeville)

- Founded in 1985 by a former estate agent, nonprofit organisation *Habitat et Humanisme* works to provide decent, low-rent housing for vulnerable people. Active in 80 towns, Habitat et Humanisme finances its action through collective savings products involving some 130,000 people, such as mutual funds, life insurance products or passbook savings accounts.
- Habitat et Humanisme has opened a branch in the Manche region around a specific project: creating housing for elderly disabled - particularly mentally disabled - people. It is therefore renovating an old city-centre clinic and plans to install some 20 studios and several common rooms. The complex will be run by two "house hosts", the organisation's first employees, assisted by volunteers. The works should be completed in May 2009.

#### **Foundation support**

- ≥ €15.000 contributed for the renovation work.
- ≥ Gilles Buée, director of Green (VINCI Energies) near Cherbourg and Philippe Goulley, deputy director of naval work and environment with EMCC (VINCI **Construction**), already knew the management team of *Habitat et Humanisme Manche*. They are assisting the organisation in its search for financial partners and volunteer helpers.

# Spotlight





**ff** Habitat et Humanisme is very well structured. We are introducing our network of subcontractors and local suppliers and also providing

technical advice for the works.

Gilles Buée

<sup>&</sup>lt;sup>2</sup> National Observatory of Poverty and Social Exclusion, 2007-2008 Report, La Documentation Française, page 13.





I I committed to helping the organisation's employees understand the different quotes, choose

the companies and keep a watchful eye on everything to do with renovation of the apartments.

Hélène Dupuis

# **CLLAJ de Versailles and the surrounding area**

Finding new forms of housing for young people (Ile-de-France · Versailles)

- Active in 80 towns in France, local committees for independent housing for young people (CLLAJ) help young working people, usually with low incomes, to find independent accommodation.
- The *Versailles CLLAJ* informs young people about existing solutions and financing. It also offers more individualised services: help with completing administrative formalities, a moral bond for landlords and managing apartments for short occupancy.

Faced with growing demand – almost a thousand calls in 2007 – the *CLLAJ* has set up a new initiative involving shared tenancy for some vacant apartments, providing a rapid housing solution for the young people it serves while they wait for a vacancy in the social housing stock.

#### **Foundation support**

- ≥ €18,000 to purchase a computer work station and new rental management software, and to create communication tools (brochures, website).
- Hélène Dupuis, works engineer with Socatop (VINCI Construction) in Jouy-en-Josas, advises the organisation on apartment renovation work.

# Ile-de-France (Paris Region)

# Solidarités Nouvelles pour le Logement Essonne

Housing and support (Essonne · Marolles-en-Hurepoix)

Non-profit organisation: creation of nine housing units and a halfway house in Palaiseau.

Partnership: €15,000 José Girona, operating systems officer with Cofiroute (VINCI Concessions) in Sèvres, has been supporting the organisation for several years. He encourages

other employees to help the organisation with management tasks.



#### Rhône-Alpes

# **►** Habitat et Humanisme Loire

Intergenerational housing (Loire · Saint-Etienne)

Non-profit organisation: acquisition and management of social housing and individual counselling for the people housed.

Partnership: €22,000

Jacques Dorin, director of Robat
(VINCI Construction) in SaintEtienne, and Laurent-Pierre Barbier,
retired employee of Lamy (VINCI
Construction) in Givors, support the
organisation by promoting its local
actions and with upkeep of the rented
apartments.







I work with Espoir with the idea of finding jobs in my company for the people whom it supports.

Sylvain Clément

### **Espoir**

Halfway house (Limousin · Couzeix)

- On the outskirts of Limoges, *Espoir* offers accommodation and support to people living on the street or in very difficult circumstances. It occupies a farmhouse and farmland and offers studio apartments and rooms for a variable period, generally around 10 months: *Espoir* sees itself more as a halfway house than an emergency accommodation centre.
- Residents participate in the work of the farm, the idea being to give people an opportunity to produce what they need, provide basic produce for the halfway house canteen and sell any surplus to help cover the organisation's operating costs.
- Keen to construct a small building for storing its farm equipment, in 2008 *Espoir* made a second request for assistance from the VINCI Foundation.

#### **Foundation support**

- ≥ €21,000 to build the framework of the farm building and the entrance gate.
- Since the first subsidy granted by the Foundation, Sylvain Clément, director of Croizet-Pourty (VINCI Construction) in Limoges has been contributing technical assistance for the organisation's projects. He also supplied materials to carry out minor works. Lastly, he provided the building permit plans for the new building, free of charge.

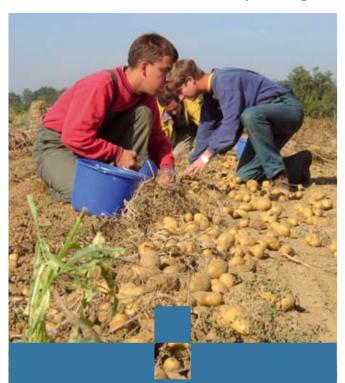


# Outside France

Since its inception, the Foundation has supported over **30 structures in five European countries**. In 2008, thanks to the efforts of Eurovia, VINCI Energies and VINCI Construction subsidiary employees, we supported **12 projects** in Germany, Belgium and the UK.

- **>** Germany
- **>** Belgium
- **>** UK







involved and having the personal contact with the Auenhof people with the focus on helping them succeed.

think it useful to have VINCI sponsor many different and small projects which will benefit more institutions.

Eva Lenz

#### **Auenhof**

A farm to provide training in Neulingen-Bauschlott

For six years, "the farm in the meadow" has been welcoming mentally disabled adults. As well as offering them accommodation, *Auenhof* provides them with work and training in dairy production and market gardening run according to the highest possible standards of organic farming. It also offers other activities: laundry, upkeep and cleaning and also sale of produce made in the farm's grocery-café. The people taken in charge receive training and individualised support from the organisation's employees.

#### **Foundation support**

≥ €27,000 to renovate an old barn for storing and preparing vegetables.

VINCI Construction) in Mannheim, has been liaising with Auenhof since it was set up. Every year, SKE Facility Management employees participate in a lottery to finance the organisation. This new project, which focuses specifically on training, is a first step towards other types of collaboration: receiving young disabled people in SKE companies for work placements and advice on career objectives and jobseeking techniques for people keen to move into the "ordinary" labour market.

#### Germany

# Euro Trainings Centre Community House (Munich)

Social non-profit organisation: crèche, homework club, reading and writing classes, advice on administrative formalities, activities for the elderly, professional integraiton for immigrant women.

Partnership: €20,000 for renovating and fitting out a new activity room. Hölger Elter, regional director of VINCI Energies, Hermine Baumert, employee with G+H (VINCI Energies) and Marius Brecht, communications manager with VINCI Energies Deutschland, work with the organisation to enrich the activities and improve the premises.

#### ≥ Baff

# Integrating immigrant women (Ludwigshafen)

Neighbourhood association: homework clubs for children and professional training for young immigrant women.

Partnership: €15,000
Karl-Heinz Geis, sales director with
G+H Schallschutz (VINCI Energies)
in Ludwigshafen, offers training
courses in his company to the women
supported by the organisation.

#### **▶** Pfefferwerk Stadtkultur

Helping children and young people (Berlin)

Non-profit organisation: outreach, activities and training for disadvantaged children and young people.

Partnership: €22,000

Nathalie Vogt, executive assistant with VINCI Deutschland, and Monika Prell, in-house lawyer with Eurovia Services, help the young people define their career objectives by presenting the different jobs in the Group and organising worksite visits.



# Alte Schmiede The old forge (Marl)

Work integration project: projects in construction and bicycle repair, training programmes and help for the elderly.

Partnership: €13,000
Arndt Lüdeke, communications and purchasing manager with Eurovia Services in Bottrop, gives advice on training in civil engineering trades in jobseeking workshops organised by the non-profit.

## Frauenzentrum Schokoladenfabrik

Integrating immigrant women (Berlin)

Neighbourhood association: training programmes, homework club and arts activities for immigrant women and their children.

Partnership: €15,000

Britt Weinreich, communications and human resources manager with Nickel (VINCI Energies) in Berlin, helps the women supported by the organisation broaden their professional horizons by presenting jobs available in VINCI Energies and organising work placements for schoolchildren.

#### **≥** Schule Im Erlich

Helping students get ahead (Speyer)

Non-profit organisation: specific training for young people with learning difficulties.

Partnership: €19,000
Thomas Bold, director of Wrede
& Niedecken (VINCI Energies) in
Wesseling, advises the organisation
about sectors offering employment and
hires young people in his company.

#### Belgium

#### ≥ Angèle Verburght

Visualising language (Gand)

Non-profit organisation: accommodation centre for disabled adults developing a new aid to communication tool.

Partnership: €25,000

Roland Eggermont, electrical coordinator with Actemium (VINCI Energies) in Aalter, provides regular support for the organisation's everyday operation. He liaises with Actemium technicians on the networking project for the new IT equipment.



#### **Autrement**

A roof for you (Charleroi)

Non-profit organisation: on-the-job training company (building installation work), accommodation and individual counselling for people excluded from mainstream society.

Partnership: €15,000

Jean-François Flagothier, works
supervisor with Bageci, a CFE (VINCI
Construction) subsidiary in Namur,
employs the organisation as a subcontractor and presents the construction
trades to employees on work
integration programmes.

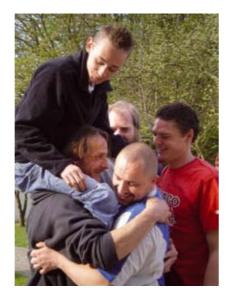
#### **Pitstop**

A roof for reintegration (Bruges)

Non-profit organisation: accommodation centre for young adults released from prison, with professional integration programmes.

Partnership: €18,000

Luc Michils, works manager with CFE (VINCI Construction) in Bruges, regularly advises the organisation as a member of its Board of Directors. He also organises contact with the company for young people interested in the different jobs available.



#### La Chôm'Hier

A community cafeteria in Brussels

In 1988, against a backdrop of serious economic crisis in Brussels, a group of jobseekers got together to set up the non-profit organisation *La Chôm'Hier*. Their idea: to encourage people living in this disadvantaged neighbourhood and looking for employment by setting up educational activities and providing counselling for social and professional integration. Twenty years later, *La Chôm'Hier* is very active in the field and has won recognition for its activities.

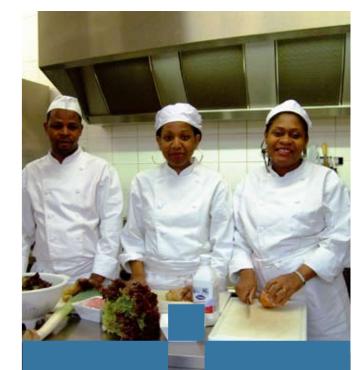
As well as training activities (reading and writing classes, basic skills refresher programmes, IT training and homework clubs), the organisation opened a community cafeteria, "K-Fête" in 2007, where six people with little in the way of qualifications and keen to work in the restaurant and catering industry are supervised by a professional caterer, thereby learning the skills required to work in this industry.

#### **Foundation support**

≥ €18,000 to buy a van for the cafeteria's catering activity.

▶ Jean-Pierre César, head accountant with CFE (VINCI Construction) in Brussels, advises the organisation on management of the cafeteria and promotes its catering activity in his company.

# Spotlight





to support these organisations that help unqualified people left by the wayside move back into work... and I will

definitely be promoting La Chôm'Hier's catering services in my company!

Jean-Pierre César





In the Calthorpe community garden in London, our employees and some suppliers volunteer for painting, gardening and repair tasks, making a concrete

contribution to the project while also helping disadvantaged people.

Steven Saint John

#### UK

#### **The Calthorpe Project**

A community garden in London

Twenty years ago, in a working-class neighbourhood in the heart of London, non-profit organisation *The Calthorpe Projet* transformed a wasteland into a public garden. Since then, it has developed many local services to help residents, who are mostly immigrant families. Part of the land is set aside for a vegetable garden, where residents can grow their own produce, while teaching children about environmental conservation. Another service is a free crèche, open every day. Lastly, the organisation offers homework clubs, sporting activities and English language classes for adults.

#### **Foundation support**

≥ €30,000 to fit out a new building for the crèche.

Steven Saint John, General Manager Group Services with Ringway (Eurovia), and Chris Edwards, engineer working for Ringway, contribute material assistance to the organisation. In addition, every year, groups of Ringway volunteers donate a day to upkeep of the garden.



# Working with the Foundation

The VINCI Foundation provides a framework for employees' civic engagement. Supported by its Board of Directors and a Selection Committee, its permanent staff put project leaders in touch with **sponsors**, who are the crucial element in the operation of the Foundation.

- ≥ Becoming a sponsor
- Project itinerary
- > The Foundation



# Becoming a sponsor

Sponsors: the crucial factor in the operation of the Foundation.



The sponsors are the crucial element in the practical sponsorship approach developed by the VINCI Foundation. By contributing concrete skills and expertise to the projects supported, they establish a long-lasting and effective strategy, over and above the financial support granted by the Foundation.

#### A role with many facets:

- Advising the organisation on management (accounting, looking for outlets, communications) or technical aspects (works, safety, legal considerations, etc.).
- Using the work integration structure sponsored as a subcontractor or introducing it to your customers and suppliers.
- Providing careers advice and helping people discover our different trades and jobs (organising CV workshops, simulated job interviews, worksite visits, etc.).



Any VINCI employee who wishes to support an organisation of his/her own choice can fill in an application form and forward it to the Foundation.

# How do I become a sponsor with the VINCI Foundation?

# VINCI employees register in the Foundation's database

This database helps the Foundation decide on the projects likely to interest potential sponsors.

# The Foundation proposes a project to the VINCI employee

Accompanied by a Foundation project officer, the future sponsor meets the project leader at the place where the activity is carried out. This visit enables the sponsor to meet the non-profit organisation and define the contours of the partnership (roles, objective, expected outcome, performance indicators) before the project is submitted to the Selection Committee.

#### Start-up of the partnership

Once the project has been validated by the Selection Committee, a ceremony may be organised to present the cheque to the organisation. The sponsoring activity can now start.

#### A long-term engagement

"In 2003, I agreed to sponsor a non-profit organisation that employs people on work integration programmes. Today, I am a member of its Board of Directors. Getting involved in the non-profit sector gives you a fresh way of looking at things, an ability to put things in perspective and remain humble!"

**Yves-Marie Péard** VINCI Énergies

#### **Civic engagement**

"I got to know people about whose lives I knew almost nothing. I emerged from my "bubble" as senior executive in a large group. I don't work just for myself any more – I give and it's not at all a bind"

**Philippe Vigroux** Eurovia



What does being a sponsor entail?

#### **Subcontracting work**

"The non-profit organisation *EIVE*, which specialises in upkeep of green spaces, is very effective at what it does. It is much more responsive to our requirements than some of our traditional suppliers."

Patrick Le Jallé Eurovia

#### Give a little time

"It takes between one and four hours of my time a week. But it's not just another task to perform and it dœsn't generate any additional stress. For me it's a kind of revitalisation and it has let me rediscover a taste for engagement and generosity."

**Luc Borgna**VINCI Concessions

#### Opening up to others

"I was surprised to learn of the very great social difficulties faced by some people. It really had an impact on me. I have met some remarkable people."

Olivier Peyretaillade VINCI Construction

#### **Contribution of expertise**

"My role? To help the organisation be more effective and share our best practices."

Laurent Halter VINCI Energies



# Project itinerary



#### Itinerary of an application for support from the VINCI Foundation

From submission of the application to sponsoring in the field

#### Initial selection based on the application dossier

Applications for funding can be forwarded to us either by a VINCI employee or directly by the project leader. We carry out a first selection as a function of our selection criteria.

#### Search for a sponsor or sponsors

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Past this first stage, we look – if necessary - for an employee willing to sponsor the project locally. The future sponsor can decide to participate in studying the project and be involved right from the examination phase.

#### Meeting with the project leader

The Foundation project manager responsible for the dossier and the VINCI sponsor meet with the project leader in the place where the activity is carried out. This first meeting makes it possible to assess the viability of the project and confirm the tenor of the partnership.

#### **Presentation to the Selection** Committee

The dossiers are examined by members of the Selection Committee\*, who meet five times a year and decide on the projects to be supported.

#### Putting the partnership in place

If the Foundation agrees to give its financial backing, a convention is signed between the project leader, the sponsor and the Foundation. The Foundation's permanent staff are available to help the sponsor coordinate this collaboration, notably by organising regular follow-up and assessment.

#### \* List of members of the Selection Committee page 76.

#### Selection criteria

Five criteria to facilitate procedures for project leaders

#### Location

The Foundation supports projects implemented in France, including Overseas France. It also supports projects in other countries where VINCI is active: the application dossier for these projects must be forwarded through an employee of a local subsidiary.

#### **Structures** eligible for support

Non-profit organisations under the French Act of 1901 (except for structures set up to promote integration through economic activity: the organisation may also be a private-sector company) and any structure with a social and community purpose. The Foundation supports small structures with no political or religious bias. It does not provide funding for heads of networks, public establishments or individual projects.

#### Long-term projects

The Foundation supports initiatives with a long-term objective providing sustainable employment or a long-term activity. It does not provide funding for one-off projects (exhibitions, events), even if they have a community or work integration bias.



**Examples of structures** supported:

GEIQ (employers' group), neighbourhood committees and associations, work integration enterprises and projects, sheltered workshop enterprises, etc.

#### **Financial support**

The financial support granted by the Foundation is intended to cover investment expenses (purchase of tooling, vehicles, IT equipment, furniture, office equipment, etc.) to the exclusion of any ordinary operating expenses.

#### Involvement of **VINCI** employees

The Foundation systematically puts project leaders in contact with Group employees with the aim of setting up a sponsoring arrangement. Only projects likely to attract the involvement of VINCI employees will be selected. It is therefore essential that the project leader and the sponsor live in the same geographical area.

# The Foundation

The work of the VINCI Foundation is coordinated by three complementary decision-making bodies.



#### 1 - Board of Directors

Made up of members of VINCI's Executive Committee and people working in professional integration and social action, it examines every year the initiatives supported and suggests new avenues for action.

#### ≥ Committee of founding members

#### Xavier Huillard

Director-Chief Executive Officer of VINCI Chairman of the VINCI Foundation for the Community

#### Louis-Roch Burgard

Chief Operating Officer of VINCI Concessions

#### Pierre Coppey

Chairman-Chief Executive Officer of Cofiroute and Arcour (VINCI Concessions)

#### Pierre Duprat

Director of Communications for VINCI and VINCI Concessions

#### Richard Francioli

Chairman of VINCI Construction

#### Jean-Yves Le Brouster

Chairman-Chief Executive Officer of VINCI Energies

#### Erik Leleu

Directeur of Human Resources for VINCI and VINCI Concessions

#### **Jean Rossi**

Chief Operating Officer of VINCI Construction, Chairman of VINCI Construction France

#### Olivier de La Roussière

Chairman-Chief Executive Officer of VINCI Immobilier

#### **Jacques Tavernier**

Chairman-Chief Executive Officer of Eurovia

#### ≥ Committee of employee representatives

#### Michel Gillet

Fiscal Director VINCL

#### Vincent Watelet

Manager, Euro Department, VINCI

#### ≥ Committee of acknowledged experts

#### Hélène Bongrain

Director of development, resources and donors, Abbé Pierre Foundation for housing for vulnerable people

#### Zinn-Din Boukhenaissi

Managing Director, CNLRQ

#### Arnaud Farhi

General Secretary, CNCE GEIQ

Nathalie Hanet Kania, Secretary general of Coorace, replaced in January 2009 by Florence Lecluse

#### Jean-Marie Hugues

General Secretary of the CNEI

#### Eric Pliez

Managing Director of the non-profit organisation Aurore

#### Marc Saint Olive

Deputy Director of the partnerships and local services department of the Caisse des Dépôts et Consignations

#### 2 - Selection Committee

The Selection Committee meets five times a year to decide on applications for support submitted by the Foundation's permanent staff.

#### ≥ Group employees

#### **Christian Caye**

Sustainable development delegate, VINCI

#### **Delphine Dansaert**

Purchasing director, VINCI Park (VINCI Concessions)

#### Jean-Pascal Dusart

HR director, Sicra (VINCI Construction France)

#### **Catherine Giner**

Director, Work and Social Integration Department, VINCI

#### Sylvie Lloret

HR director, EMCC (VINCI Construction France)

#### Sabrina Loucatel

Communications director, Eurovia

#### Hervé Malcorpi

Sales director, Paris Region, Signature (Eurovia)

#### Hervé Meller

HR director, VINCI Construction and VINCI Construction France

#### Pierre Monlucq

Agency director, Eurovia

#### **Bruno Peter**

Works manager, SDEL Applimatic (VINCI Energies)

#### Laurent Querelle

Director, rehabilitation department, Bateq (VINCI Construction France)

#### Alexis Santiago

HR manager, VINCI Concessions

#### Yves Weyts

Director of sustainable development, synergies and communications, CFE (VINCI Construction)

#### ≥ Social-sector experts

Nathalie Hanet Kania, General secretary of Coorace, replaced in January 2009 by Florence Lecluse

#### Eric Pliez

Managing director of the non-profit organisation Aurore

#### 3 - Permanent staff

The Foundation's permanent staff is responsible for preliminary selection and presentation of the applications submitted by it to the Selection Committee. It facilitates development of partnerships and coordinates the network of sponsors.

Chantal Monvois, General manager Sébastien Cuny, Project manager Eglantine Moret, Project officer Armel Monfort, Assistant



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# Glossary of terms used



#### **Work integration project**

First level of professional integration. These projects are aimed at people in very difficult social and/or professional circumstances, who are employed under assisted contracts. They combine individual counselling to remove obstacles to employment, a professional activity seen as an educational tool to promote professional integration, and technical supervision for production activities. Work integration projects, which are primarily oriented towards social-interest activities, may be managed by a non-profit organisation or a local government structure. The commercial part of the budget must not exceed 30% of the structure's total budget.

#### **Sheltered workshop enterprise**

A company whose workforce includes at least 80% of disabled workers, who are able to work under conditions adapted to their possibilities. Each employee benefits from individual social assistance.

#### **Work Integration Social Enterprise (WISE)**

Enterprise producing goods or services in the competitive market sector, but whose purpose is primarily social: employing and counselling people excluded from mainstream society and the labour market and helping them move back into society and work. As the final step before moving into conventional employment, the WISE employs people under fixed-term contracts that may be renewed twice, with an upper limit of 24 months. It must be able to finance 80% of its activity.

#### **GEIQ**

An employer group to promote social integration through work and qualifications (French acronym GEIQ) brings together companies that set up qualification paths for people who have difficulty moving into the world of work, through work and study programmes in training centres and member companies. Every year, almost 70% of the people completing the GEIQ programme find a job.

#### **Community gardens**

Community gardens promote professional integration of unemployed people through production of organic vegetable baskets (through work integration projects) that are then sold to members. The network today covers 87 gardens in France: it guides and supports new work integration garden projects.

#### Neighbourhood development committee

A non-profit organisation that promotes professional integration for residents of disadvantaged neighbourhoods through upkeep of public spaces. It also promotes social cohesion in this same neighbourhood through various locally based activities.

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