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. 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.

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
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.

Five principles for action

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.
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

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

Since 2002

154 sponsors:
More balanced involvement of the different divisions

- Fields of action
  - 59% Social integration through work
  - 11% Training and qualifications
  - 9% Moving back into society
  - 9% Youth and citizenship
  - 6% Transport for employment
  - 6% Access to housing
  - 4% Property
  - 25% Energy
  - 18% Concessions
  - 18% Eurovia
  - 4% Holding

- Distribution of projects
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.

* 1 euro = 30 Czech koruna.
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.

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.

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.

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.
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 activities. 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.
Aquitaine

RA Viti Wine growing (Gironde • Saint-Christophe-des-Bandes)
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-Occident 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.

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 Bertholet, operations manager with Soabe 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 Teyssié, 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.

Eco’Men Ecological cleaning (Gironde • Talence)
A new Work Integration Social Enterprise working in the ecological cleaning of worksites.
Partnership: €7,000
Vincent Delpey, 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.

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 Piou, 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 neighbour development committee.

La Main World cuisine for integration (Morbihan • Lorient)
Work Integration Social Enterprise: catering and sewing
Partnership: €23,000
Daniel Le Gallud, 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 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 objectives.
Société Nouvelle Iséroise
Electronics at the service of professional integration (Réhne-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 Dauphine 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.

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 time-consuming and it gives you great personal satisfaction in return. ▶

Philippe Baussand

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 (VINCI Concessions) in Joué-les-Tours, and Christophe Morillon, upkeep and viability supervisor with Co/f_i route (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 Co/f_i route (VINCI Concessions) in Saran, advises the organisation on choosing equipment and employs it as a subcontractor in its rest areas.

Ac-Cés
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.

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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.

Guiana

Apehg
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 disabled” week.

Foundation support

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

Philippe Baussand, manager of Actemium and SDEL Dauphine 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.

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Philippe Baussand

What is a sheltered workshop enterprise

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**Les Jardins de Déméter**

Emergency accommodation (Seine-et-Marne – Valuaines-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 (Eurolia) 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.

**Le Ricochet**

Work sites in the housing estates (Seine-Saint-Denis - Aulnay-sous-Bois)

Work integration project: painting, removal, 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 Mottier, 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

Jürgen 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 - Athys-Mons)

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

Partnership: €18,000

Christian Patin, Cités business unit manager (VINCI Energies) in Viry-Châtillon, has subcontracted upkeep of street lights and traffic lights managed by Cités in Athys-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 Cités (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 Viry-Châtillon, has been supporting the organisation training in prevention of workplace risks for the past five years by providing technical advice and introducing people enrolled in work integration programmes to jobs in civil engineering.

**Planète Sésame 92**

Growing jobs (Hauts-de-Seine - Nanterre)

Work Integration Social Enterprise: world cuisine catering.

Partnership: €20,000

Gilbert Letendre, chairman of Sicra (VINCI Construction) in Rungis, is helping the organisation to start up via contacts with Group companies and strategic advice.

**Un Monde Gourmand**

Cosmopolitan caterer (Paris)

Work Integration Social Enterprise: world cuisine catering.

Partnership: €18,500

Monique Doudard, director of Opteor (VINCI Construction) in Rungis, is helping the organisation to start up via contacts with Group companies and strategic advice.

**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 organisations.

**Jade**

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 Maindeville, HR manager with Bateg (VINCI Construction) in Vélizy, and Patrick Charlatte, 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 Resources 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 Co/i-route (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 Co/i-route (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 Piantier, director of Freyroim (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.

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

Arcos
Water for life (Gard – Alès)
Sheltered workshop enterprise: industrial laundry.
Partnership: €20,000
Alain Couderec, 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.

Haute-Normandie

Conservatoire maritime du Havre

Orne Services
Creation of green spaces (Lorraine – Mance)

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.

Lastly, 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 facilitate 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 Orne 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.

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
**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.

**Achhis**  
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 Axans (VINCI Energies), provided technical advice on installation of the platform’s network.

**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 Philippiperon, sector manager with VINCI Park (VINCI Concessions) in Toulouse, helps the restaurant promote its services by advertising (flyers, posters, radio ads) in car parks.

**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.

**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 Murat, and Jacques Lebret, 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 Pérard, 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.

**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 EI (Eurovia) in Lille, offers workplace assessments and jobs in his company to local residents.

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**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 the same neighbourhood through various locally based activities.
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 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 Concessions) 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.

Spotlight

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 Cofroute 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.

Access-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 Guittet, 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 Cofroute operations centre in Angers (VINCI Concessions), and Sophie Bernard, head of the Cofroute 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.

Pourquoi Pas La Ruche

In the heart of a disadvantaged neighbourhood (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.

Envie 44

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

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

Partnership: £20,000

Stéphane Verbeelen, director of Actemium (VINCI Energies) in Saint-Herblain, supports the organisation in human resources management and communication.

Accès-Réagis

Mobilisation around qualifications and employment (Loire-Atlantique - Saint-Nazaire)

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Poitou-Charentes

Endre et Leir 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 Cofroute centre (VINCI Concessions) in Ancenis, and Laurence Dorizon-Saja, 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.

The spotlight on the right is a work integration social enterprise, established with his company back in 2003, by presenting civil engineering jobs, organising worksite visits, and proposing work placements and job offers.
**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 Europa 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 (Des-Îles - Thouars)
Work Integration Social Enterprise: production and recycling of industrial pallets, recycling of wood waste
Partnership: €25,000
Patrick Gay, director of Fradin Brettton (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.

**Assama**
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: €10,000
Corinne Meurice, HR director with Durme (VINCI Construction) in Aix-en-Provence, and Ingrid Lomagno, works supervisor in the same company, help promote the services provided by Assama (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**
Frescos 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 Cézembre, provides technical advice for Tremplin’s different worksites and is considering using the organisation as a subcontractor. He plans to find jobs for 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 Kasprazak, operations director with Jean Lefebvre (Eurovia) in Châteauneuf-lès-Martigues, and Luc Faure, head of the Eurovia Aix-en-Provence 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 upkeep of green spaces.
Partnership: €28,000
Michel Pedau, director of Chaillan TP (VINCI Construction) in Manosque, offers subcontracting work in green spaces and advises on quotes and development strategy.

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.

Parenthèse
Creation of a community garden
(Drôme - Toulon)
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.

Classified by VINCI

Rhône-Alpes

Batira
Building company
(Rhône - Villeurbanne)
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 cartridges.
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 on management and development.

Parenté
Creation of a community garden
(Drôme - Toulou)
Work integration project: organic market gardening.
Partnership: €25,000
Manuel 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.

Jardin de Cocagne du Pays de l’Arbusles et des monts de Tarare
Gardening as a path to integration
(Rhône - Bully)
Work integration project: organic market gardening.
Partnership: €25,000
Nelly Destée, communication manager with ASF (VINCI Concessions) in Lyons, puts the organisation in contact with Group companies working on the A89 construction project. Jean Capérimont, 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.

30
31
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 Valliere, 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

GEIQ BTP 49

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

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 Valliere
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
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.

Zy’Va
Tixté
(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.

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).

Amicale laïque de Bacalan
IT training
(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
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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.

Before I met 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.

Pierre Strecker

Spotlight

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.

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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.

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.

Ressort
Succeeding in finding a job
(Rhône - Lyons)
Non-profit organisation: supporting jobseekers.
Partnership: €12,000
Serge Martinié, marketing manager with Eurovia Management in Lyons, also supports this project.

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.

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

Stéphane Plagniol

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.

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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 possibilities. 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 service is the first of its type in France.

The platform operates a minibus, sells reduced-price travel tickets and rents out bicycles, scooters and cars at a 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.

It’s very satisfying to see that this whole non-profit network exists and to meet motivated, very professional people. It 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.

Laurent Fontaine
Sophie Guillaume-Keghian
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 - €70 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.

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 Maignret, project manager with the regional management of ASR (VINCI Concessions) in Niort, helps the organisation work on the theme of safety for employees and users of the garage.

Pays de la Loire
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 management assistant 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.

Multi-40

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.

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

Poitou Charentes
Innovation et Développement
Social driving school
(Rhône - Saint-Fons)
Non-profit organisation: supporting job-seekers and driver training.
Partnership: €10,000
Corinne Perret, quality-safety-environment 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.

Rhone-Alpes
La Roue de Secours
Driving towards employment (Franche-Comté - Besançon)

Social driving school
(Poitou-Charentes)
Non-profit organisation: social driving school to help people in work integration programmes become independent.
Partnership: €15,000
Annick Laurendeau, human resources management assistant at Co-route (VINCI Concessions) in Châtel-lerault, 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.

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

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.
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 study¹, 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.

¹ Young people facing the future: an international study directed by Anna Stellinger, with the collaboration of Raphaël Wintrebert, Fondation pour l’Innovation Politique, 2008

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.

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
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 Rom, 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 Issore. 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, quality-safety-environment manager with Cô/f_i/route (VINCI Concessions) in Sèvres, contributes her expertise in management, marketing and finding partners. She liaises with Cô/f_i/route’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
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 programme.

Midi-Pyrénées

Asem
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.

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

Spotlight
Unis-Cité

Discovering the world of work
(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.

Nord Pas-de-Calais

Unis-Cité Midi-Pyrénées

Non-profit organisation: six-nine month “civil service” programme for young people aged 18 to 25.
Partnership: €26,000

Employees of Boundarois (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.

Providence - 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 Seyne-sur-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 jobs.

Provence - Alpes Côte d’Azur

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 neighbourhood 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.

"It allows me to make contact with people that I would never meet otherwise and to discover a field 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.

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

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.

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
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 Colfritte 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.

What I 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

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 Bonnara, director of human resources for GTM Bâtiment (VINCI Construction) in Nanterre, helps the organisation find new outlets.

Provence - Alpes Côte d’Azur

Fidélité

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 - Tignieu-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.

Pierre Coppey
We organised 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 - Rhône)

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 penitentiary 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 manager 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.
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.

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”.

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?

Everywhere in France, non-profit organisations have attempted to remedy this problem by setting up halfway houses or offering vulnerable people temporary housing to give them time to rebuild their lives. The VINCI Foundation has been supporting their initiatives since 2002. In 2008, five structures active in this field received support from the Foundation. They include Habitat et Humanisme, Espoir and the CLAJ de Versailles.

1 Fondation Abbé Pierre for housing for vulnerable people, 2009 Annual Report
CLLAJ de Versailles and the surrounding area

Finding new forms of housing for young people (Île-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)

2 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 Cofroute (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-Étienne)
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 Saint-Étienne, 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.

Hélène Dupuis

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
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 Crozet-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.
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
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.

Eva Lenz, communications manager with SKE (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.

Spotlight

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 integration for immigrant women.
Partnership: £20,000 for renovating and fitting out a new activity room. Holger 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 for renovating, purchase of work equipment and training courses in his company to the women supported by the organisation.

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 for a civil engineering trades in jobseeking for young people with learning difficulties.

Frauenzentrum Schokoladenfabrik
Integrating immigrant women (Berlin)
Neighbourhood association: training programmes, homework club and arts activities for immigrant women and their children.
Partnership: £15,000

Schule Im Eriich
Helping students get ahead (Speyer)
Non-profit organisation: specific training for young people with learning difficulties.
Partnership: £19,000

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

Eva Lenz

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

Eva Lenz

VINCI Construction
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 - 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 sub-contractor 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 - 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

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.

It is useful 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
Twenty years ago, in a working-class neighbourhood in the heart of London, non-profit organisation The Calthorpe Project 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
**Sponsors: the crucial factor in the operation of the Foundation.**

**Becoming a sponsor**

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, etc.)

---

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

1. **VINCI employees register in the Foundation’s database**
   
   This database helps the Foundation decide on the projects likely to interest potential sponsors.

2. **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.

3. **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.

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**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 Energies

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**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 doesn’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

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**Civic engagement**

“I got to know people about whose lives I knew almost nothing. It really had an impact on me. I have met some remarkable people.”

Olivier Peyretaillade  
VINCI Construction

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**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

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**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

1. 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.

2. Search for a sponsor or sponsors
   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.

3. 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.

4. 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.

5. 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.

Financial support
The financial support granted by the Foundation is intended to cover investment expenses (purchase of tools, 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.

Examples of structures supported:
GEIQ (employers’ group), neighbourhood committees and associations, work integration enterprises and projects, sheltered workshop enterprises, etc.
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 Cofroute and Arcor (VINCI Concessions)
  - Pierre Duprat
    - Director of Communications for VINCI and VINCI Concessions

- **Committee of employee representatives**
  - Michel Gillet
    - Fiscal Director, VINCI
  - Vincent Watelé
    - 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
  - 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

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 Dosart
    - HR director, Sirca (VINCI Construction France)
  - Catherine Giner
    - Director, Work and Social Integration Department, VINCI
  - Sylvie Lloret
    - HR director, ELMC (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

- **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.

- **Group employees**
  - Pierre Monlucq
    - Agency director, Eurovia
  - Bruno Peter
    - Works manager, SDEL Applimatic (VINCI Energies)
  - Laurent Quenelle
    - Director, rehabilitation department, Batex (VINCI Construction France)
  - Alexios 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

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