
AXA and the Alliance For Youth

As part of the AXA Group of companies, the number one global insurance brand, AXA UK is one of the country's leading insurance and healthcare providers, protecting over 10 million customers across the country.

Consistently ranked as one of the Sunday Times Top 25 Best Big Companies to work for, AXA UK employs approximately 10,500 people and in the last three years has embarked on an extensive apprenticeship programme.

Since launch three years ago, the AXA apprenticeship programme has produced some excellent results with our apprentices 25% more likely to be retained and 35% more likely to achieve promotion than their non-apprentice counterparts. This reinforces our belief that those applying to our apprenticeship programmes have a stronger focus on their development and progression, they stay longer, progress faster, perform better and are more engaged.

This has not happened by accident. AXA UK has invested heavily in the development of its apprenticeship programme: we have developed the Level 3 Insurance Practitioner Apprenticeship Standard with partners at the CII, CILA, ABI, Aon, Allianz, Lloyd's of London and a number of other organisations to ensure we have consistent and challenging standards for apprentices across the industry. This also provides Chartered Insurance Institute qualifications and AXA is an early adopter of the apprenticeship standards in our Underwriting teams in Bolton.

We have also developed the Level 4 Insurance Professional Apprenticeship Standard and are now working on Level 6 (Degree equivalent) and Level 7 (Masters equivalent) and in the AllAboutSchoolLeavers survey this year, AXA was voted the 15th Best Apprenticeship Employer in the UK.

Apprentices are a key recruitment focus for AXA UK now and in the future and we will continue to develop our programme to ensure that we are able to attract the most able, enthusiastic and innovative apprentices that the UK has to offer.

ENGIE and the Alliance For Youth

A single ambition for ENGIE: leading the energy transition

As a major stakeholder in the international energy industry (154 000 employees in 70 countries), ENGIE is focused on its 3 core businesses of Electricity, Natural Gas and Energy Services to support and develop a new vision of energy for the world: sustainable energy available to everyone.

Indeed, ENGIE is committed to responsible growth of its businesses in response to the central challenges of the energy transition towards a low-carbon economy: providing access to sustainably generated energy, combating climate change, reducing its effect and making responsible use of natural resources. The Group is developing high-performance, innovative solutions for personal customers, urban authorities and companies by applying its expertise in four key sectors: renewables, energy efficiency, liquefied natural gas and digital technologies.

In order to lead the global energy transition, ENGIE needs to secure the right skills for the jobs of tomorrow.

Apprenticeship: a top quality training for tomorrow's world

In all its host countries, ENGIE hires young people under alternating work-study programs, either as apprentices or under other programs. At the end of 2015, the Group was host to 4,000 young people under such programs and aimed to hire half of them at the end of their training. Work-based learning is an ideal way to fulfil the Group's recruitment needs because it ensures top quality training delivered in part by employees and completely in step with the changes observed.

By recruiting and training young people on work-based learning programs, ENGIE is helping to improve their access to employment by providing quality training and professional excellence so they can quickly access a job.

That is why ENGIE is committed to such initiatives as the European "Pact For Youth" and the French-German trial project "Erasmus Apprentis", as well as "Engagement Jeunes" [commitment to young people] in France, a platform to help young people find their first job after an experience of apprenticeship contract. The Group was also awarded the Association Jeunesse et Entreprise (AJE) [young people and business organization] label for its commitment to providing jobs for young graduates. With regard to high school students, the Group's initiatives have involved education and training via career talks about the company and its businesses, with a particular focus on technical jobs.

Besides, ENGIE created in May 2016 « Parcours Emploi Mobilité Sport (PEMS) » [Job Mobility Sport program] in France, which aims at supporting young girls and boys aged 18 to 24, originating from deprived areas to enter an apprenticeship contract. For 6 months, these youngsters are given the opportunity to get an individual coaching, to take part to digital workshops, to do an internship within the company and an immersion in the army, to practice a team sport and to have a mentor. This way they are prepared to the business world, while developing their soft skills and know-how.

ENGIE and the Alliance For Youth

ENGIE joined Nestlé “Alliance For Youth” initiative last December and is proud to be one of its international members. This program is fully in line with its values of social sustainability and solidarity towards the young generations. ENGIE is happy to contribute to such joint and concrete actions carried on with Nestlé and its partner-companies, like the event at the European Parliament on November 15th , a concrete proof of its true engagement.

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WAY TO WORK

by Adecco Group

INTRODUCTION

Adecco Way to Work™ is a global programme involving Adecco Group employees in more than 50 countries.

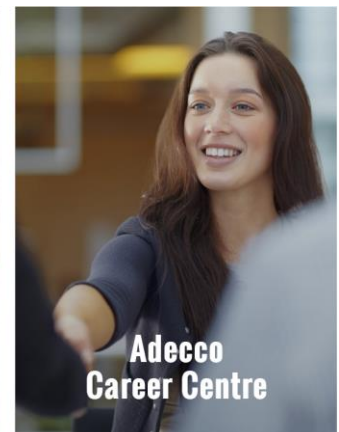
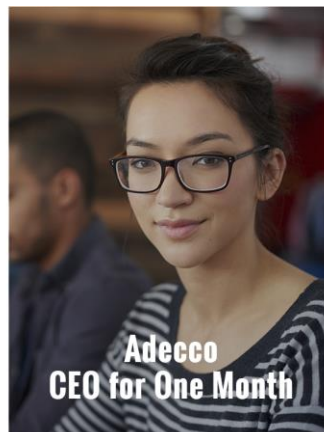
Its aim is to solve talent mismatches and help young people enter the world of work. Our goal is to address the lack of relevant skills and experience that is the main obstacle for young people entering the workforce.

Youth unemployment is one of the crucial challenges of our age. 71 million young people are unemployed in the world today with figures close to 50% in countries such as Greece and Spain.

The good news is that new jobs are being created in many sectors, such as digital, technologies, health and the green economy. But they need new skills, which currently are not available in the labour market: 40% of employers cite lack of experience as a barrier for entry-level hires. Young people need to be better equipped with the right hard and soft skills that today's businesses are crying out for, and business has a key role to play along with governments and academia.

As the global leader in HR solutions, the Adecco Group is committed to supporting young job seekers. Through Adecco Way to Work™ we provide career guidance, training, job experiences and a chance to become Adecco 'CEO for One Month'.

PROGRAMMES WITHIN ADECCO WAY TO WORK™



WAY TO WORK

by Adecco Group

Adecco Street Day

In 2016, Adecco Street Day took place on March 17, for the 4th year in a row. Over 7,000 Adecco Group employees in 53 countries hit the streets, schools and public spaces to provide advice to a million job seekers. Free career guidance, training workshops, CV clinics and social reputation checks were provided to support them in their job search and improve their employability.

Adecco CEO for One Month

The Adecco Group offers 50 young ambitious people around the world the chance to learn directly from the Adecco country manager and the top management in their country of residence through the 'CEO for One Month' work experience scheme. One selected candidate will take on the role globally under the direct supervision and mentorship of Adecco Group CEO Alain Dehaze. After one month on the job, the top 10 country CEOs will proceed to the 'CEO for One Month' boot camp in September for the chance to take on the global role. The young 'CEO's' tasks include the assignment of business cases, attending business reviews with the company's senior management, taking part in investor and shareholders events, as well as representing the company at public events.

'CEO for One Month' has proved its ability to boost youngsters' employability and opportunities. Among others, Paola Ospina from Colombia, Adecco Group 'CEO for One Month' 2014, progressed to a career in marketing at Adecco USA in Florida. Ayumi Kunori, the successful candidate for 2015, has worked part-time for Adecco in Japan while completing her studies. Ernesto Lamaina and Dick Boreel, two 'CEO for One Month' finalists in 2015, were both hired at Adecco headquarters in Zurich, Switzerland.

Internships Opportunities

The Adecco Group also provides youngsters with internships and work-based training opportunities, both at Adecco and at client partner companies, to help them build their work experience and kick-start their careers.

More than 3,000 internships and apprenticeships were offered across the world in 2015.

Adecco Career Centre

The online Career Centre offers multiple tools including information and tips to get ready for the world of work. The topics vary from writing the best motivational letter or an outstanding CV, to how to prepare for an interview, in multiple languages and geared to local realities.

ADECCO WAY TO WORK™ RESOURCES



WAY TO WORK

by Adecco Group

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“CEO FOR ONE MONTH” MATERIAL

[CEO for One Month 2016 Video](#)

[The experience of Ayumi Kunori, 2015 Adecco Group CEO for One Month](#)

<https://www.youtube.com/watch?v=qOMkRtF8g3A&feature=youtu.be>

[The experience of Ernesto Lamaina, 2015 CEO for One Month Italy](#)

[The experience of Alexa Tirziu, 2015 CEO for One Month Romania](#)

[Picture of the CEO for One month 2015 finalists](#)

[Picture of Alain Dehaze with Ayumi Kunori](#)

[The CEO for One Month experience in the words of the ‘CEOs’](#)

[The experience of Paola Ospina, 2014 Adecco Group CEO for One Month](#)