

**WORKPLACE.** Since 2006, twenty-five disabled young adults in a work-study degree program have been offered internships by Safran Group companies. This is a flagship initiative of the Safran Foundation, dubbed “Elan”.

# CAREER STARTUP HELP FOR THE DISABLED



Pierre-André Charlery (left) during his apprenticeship at the Teuchos (Safran Group) IT department.



Disabled persons can easily be part of a team.

**A**longside Safran’s corporate sponsorships in sports and culture, the Group is actively involved in helping the disabled. To this end it has set up a Foundation intended to provide aid for young adults in difficulty. One of its projects, named Elan and launched in 2005, is working with all Safran companies to facilitate the long-term employment of young disabled people, regardless of their disability (motor, sensory, mental or degenerative pathology).

## Group-wide participation

“We noticed that the number of disabled people obtaining diplomas or qualifications declines as the academic level

rises,” explains Christian Mari, chairman and CEO of Teuchos (an engineering company in the Safran Group) and the initiator of the Elan project. “Unfortunately we can’t reverse this trend all by ourselves, but in our own companies we can try to help those with a vocational training certificate earn a vocational high school diploma, or someone with a technician’s certificate become an engineer, and so on.”

From this starting point, the human resources departments at Safran Group companies were called on to define jobs that would be accessible to disabled individuals and also compatible with work-study training. Within a few months the HR staff had identified some 38 available

## ELAN IN AN IT DEPARTMENT

An example of the Elan project in action can be seen in the Safran Group company Teuchos, where Pierre-André Charlery is serving an apprenticeship in the company’s IT department. His impaired hearing does not prevent him from working on maintenance and providing assistance to users, helping to install software and user accounts. “The people I work with are patient and take care to speak clearly. So everything goes well without any need for special arrangements at my workstation,” explains the young man who completed the first part of his Management IT diploma in September 2007.

## FURTHER SUPPORT FOR THE DISABLED BY THE SAFRAN FOUNDATION

In addition to the Elan project, the Foundation helps disabled individuals in other ways. One example is the support it gives to Arlette Racineux, a highly accomplished tennis player and member of the French disabled sports federation “Handisport”, who is on the staff at Famat (a Safran Group company). To help her prepare for the Beijing 2008 Paralympic Games, the Safran Foundation has given a 15,000 euro grant to the Atlantis Tennis Club at Saint-Herblain (West France), where the champion trains. Ranked third in France, and 22nd worldwide, Arlette Racineux has already won two bronze medals in ladies’ doubles, at Barcelona in 1992 and Atlanta in 1996.

participation by all companies in the Group. It is also a good example of the sort of initiative the Foundation hopes to support,” says Louis Le Portz, chairman of the Safran Foundation. Over a period of nine months the Group’s human resources departments received 72 applications from all over France.

## Encouraging a change of attitude

While adhering to traditional interviewing methods, the recruiters paid particular attention to specific parameters, such as the candidate’s determination to study for an examination and pass it, and the convenient location of their homes in relation to the workplace and school. In September 2006, 25 apprentices joined Safran Group companies. Their fixed-term contracts run 18 months to three years, until final ratification of their diplomas. “This project is first and foremost an educational operation intended to change the way people see the disabled, by demonstrating their aptitudes and their ability to fit into a professional workplace like anybody else,” Christian Mari explains. “A few months before the end of their internships, Safran’s human resources managers will start advising our soon-to-be-qualified interns in their search for employment, both inside the Group and elsewhere. With Elan, our aim is to make sure that this first experience will inspire companies to keep the momentum going.” ■

positions, representing all professions in the Group.

The Safran Foundation is supporting the Elan project with a grant of 200,000 euros over two years. This has made it possible to join the *Tremplin* (Springboard) association – an organization that specializes in the recruitment of disabled individuals – and to finance the training of tutors for the future apprentices, as well as any necessary modifications to workstations. “The program has a unifying effect internally because it spurs active

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