



Trust

Benchmark employer / Customer experience / Personal data / Support for families / Radio waves / Responsible purchasing

Guaranteeing useful skills for tomorrow

Challenges / vision / beliefs

The technological revolution is accelerating, forcing us to continuously adapt to new challenges and new business areas: the development of ultra-broadband, the development of digital technology which creates new needs in our customers and new business areas related to big data, digital marketing, the cloud, cyber-defence, network virtualisation as well as new business opportunities such as banking.

Roadmap

In this context, guaranteeing the current and future skills of our employees is the best way to set ourselves apart from the competition. Our ambition:

- to pursue a responsible employment policy, by developing our employees' skills and applying a policy of anticipated recruitment, respectful of diversity,
- to recognise each individual and implementing tailored development journeys, giving each employee the means to be proactive in their development,
- to be the benchmark digital employer, by taking every opportunity to simplify the employee experience and streamline procedures.

An intergenerational agreement at Orange France

In France, 2015 was marked by the signature of a new intergenerational agreement for the period 2016 to 2018, in pursuit of three aims: sustainable integration of young people into long term employment, keeping seniors in employment, and transferring knowledge and expertise. Notable elements of the agreement are the hiring of 6,000 staff on long term contracts by 2018, arrangements for the end of seniors' careers, and specific measures for parents.

Happy Trainees Label 2016-2017:

Nearly 2,200 young people from teams in France responded to the [Happy Trainees](#) survey and more than 90% would recommend the Group for an internship or work/study placement. Happy Trainees is the participatory employer "label" that recognises excellence in management and staff motivation.

Indicators / Key figures

27 hours of training
per employee in the MEA

34 hours of training
per employee in France

31.9 hours of training
per employee in the Group



Thematic data sheets

Corporate Social Responsibility

zone

News / achievements

- Recognising and developing in-house skills, with a made-to-measure training offer:
 - This training scheme is organised around Orange Campus, the school for Group managers, and over 40 business schools worldwide (17 in France, 7 in Poland, and 4 in Spain).
 - Continuation of the training for qualifications policy in technical, commercial and cross-cutting areas.
- Guaranteeing useful skills for tomorrow
Youth integration in France.
 - Objective: take on a number of work/study placement employees equating to at least 5% of Group long term employees in France, i.e. 4,300 placements in France on average over the period 2016-2018.
 - Objective achieved with a rate of employees on work/study contracts of 5.4% for the Group in France and 5,138 work/study trainees present at end 2016.
 - Over 2600 interns were also hosted during the year
 - Over 40% of new recruits on permanent contracts in 2016 for the Group in France (i.e. over 1200 new recruits) came from this population of interns and work/study students.

Going further

- [Treating the company as a laboratory for the digital revolution](#)
- [Orange Jobs](#)