

OCIRP PRIZE – Economic & Disability Stakeholders 2013
STEF wins the ‘Coup de Coeur’ award
for their project “Career Discovery Days”

On Tuesday 18th June, STEF won the Coup de Coeur (Jury’s Choice Award) in the 2013 Economic & Disability Stakeholders Awards for its project, "Career Discovery Days". The Coup de Coeur was awarded by members of a jury under the Honorary Presidency of Professor Axel Kahn.

The OCIRP Economic & Disability Stakeholders Awards aims to publicise and promote innovative approaches made by private and public businesses, or players in the social economy, that favour integration of people with disabilities in society.

For Gérard Groffe, Director of Human Resources at STEF:

This award recognises our comprehensive approach to employment and the continued employment of people with disabilities, an important area of social policy at STEF for the last 7 years. The "Career Discovery Days" promote career development, anticipate any possible developments in employees’ state of health and allow an analysis of the employability of our employees. Our ultimate goal is to create a development strategy by proposing a similar project to all employees in the group to encourage the development of skills and mobility. "



Presentation of the Jury’s Choice Award, from left to right:

Sylvie Pinquier Bahda, Director of Communications, social measures and founder of OCIRP / **Patrick Gohet**, former interministerial delegate and Inspector General for social affairs / **Robert Isabella**, Director of Human Resources, diversity & quality of work life within the STEF group / **Marie-Anne Montchamp**, Secretary of State to the Minister of Solidarity and Social Cohesion (until 2012) and President of the agency Business & Disability / **Jean-Manuel Kupiec**, Deputy Director General of the OCIRP / **Yohan Fournier**, responsible for disability and diversity within the STEF group.

“Career Discovery Days”

As part of its “Diversity and Quality of Life at Work” project, STEF offered an innovative measure to those of its employees who are recognised as having a disability – "Career Discovery Days". This voluntary programme allows any possible changes in the health of the employee to be anticipated, leading to the need for a more suitable solution, or the need to find another job through dynamic career development in order to further their professional development.

"Career Discovery Days" take place over several stages, ranging from a professional assessment to the discovery of a chosen profession complete with an action plan to put into place. To assist employees taking part in all stages of this discovery, various tools have been created: posters, leaflets, passport, card games, memos for sponsors...

- Stage 1: presentation of the project to each employee with a disability by the HR manager for the site and leaflet is given out. At the end of the meeting, if the employee is interested in the project, an appointment is then made for a placing interview.
- Stage 2: the placing interview takes place with an external provider. The objective is to allow the employee to review their situation and express which professions they want to discover. At the end of the interview, the employee explains whether they want to continue with the project and find a job, or stop the project. If they wish to continue, they are given a passport.
- Stage 3: STEF's Disability Project organises a full day where the employee can explore their chosen and validated job in conjunction with the employee's HR manager and the HR manager of the host site. A mentor is identified and is given a memo.
- Stage 4: At the end of the day, if the employee wishes to move towards the profession they have discovered, a gap assessment is carried out by an external service provider to assess the suitability of the profession. If necessary, a medical validation will be required from an occupational health physician.
- Stage 5: Following the results, a review and proposal of the action plans will be provided to the employee as well as an external consultancy service, the human resources manager, the sponsor (if necessary) and one of the leaders of the STEF Disability Project.
- Stage 6: Evaluation of the programme by a multidisciplinary team

STEF requested that the AFPA (National Association for Adult Training) and AFPA Transitions (partner for employment transitions) take part in this project with them. AFPA Transitions provides consultants and work psychologists who become involved from the moment the employee asks to take part in the process. The psychologist works on-site and evaluates the employee's progress with them. They then validate the start of the "Career Discovery Days" process. They become involved in the process again once the employee has found a job that meets their expectations. The expertise provided by AFPA Transitions has been important to ensure the fluidity of the procedures.

The project started in May 2012 and since then, 70 people have been involved in the process.

As of the end of May 2013:

- 10 people have chosen to pursue a new career within the group
- 11 people have chosen to undertake training (external / internal)
- 13 people have chosen to undergo a professional assessment
- 10 people have decided to continue in their career
- 26 people are still involved in the process

About STEF

STEF is the European specialist in cold logistics for food and temperature-sensitive products. Our aim is to create a secure link between the industry and the retail outlets. The group is active in, and brings together all areas of transportation, logistics and information systems for all temperature-controlled movement of goods (-25°C / +18°C). The group has a presence in 8 European countries (Belgium, Spain, France, Italy,

the Netherlands, Portugal, the United Kingdom, Switzerland) and in Tunisia. STEF relies on the skills of 14,500 employees and specific technical innovations: 216 platforms or warehouses and more than 4000 HGVs, half of which are directly owned. STEF saw a turnover of 2,502.3 million euros as of 31 December 2012.

For further information, please visit the website: www.stef.com

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About OCIRP

The OCIRP is the umbrella body for pension and employee benefit institutions. Its objective is to bring together the main employee benefit organisations, in order to provide guarantees under collective agreements that ensure employees or their families are protected against risks to life, such as: widowhood, orphanhood, disability and dependence. This unique idea, which has the family at its heart, has led the OCIRP to expand its cover by including the necessary support provided by specific social action. Beyond the guarantees, the OCIRP has made a meaningful contribution to the debate over loss of autonomy, as well as the integration of people with disabilities, the situation of children and young orphans in France and the inclusion of widows and widowers.

www.ocirp.fr