



Training, developing, and promoting employees in the care services sector: Korian's policy

On the occasion of the ceremony held in honour of the 97 Group employees who graduated through the VAE (validation of prior experience) programme—a ceremony held under the high patronage of the French Minister of Labour—Korian provides an update on its training and human resources policy.

One of the highlights of 2017 was the development of the **geriatric passport**, the first job training programme focused on the field of senior care. It offers 193 hours of training, two thirds of which are face-to-face. It is designed for caregivers, medico-psychological assistants, educational and social assistants, and State-registered nurses. It covers four fields of expertise: the care and well-being of the elderly, treatment plans and the continuity of care, stimulation of the elderly, and end-of-life care and assistance. To date, **5,000 Korian employees** are enrolled in this programme.

In 2017, as part of the **VAE (validation of prior experience) programme**, 97 certificates were awarded to caregivers, nurses, and nurse supervisors by the Ministry of Solidarity and Health and by the Ministry of Labour. One hundred and fifty new employees are currently registered in a VAE programme.

These different initiatives are supported by the Korian Academy, the Group's internal training institute. Created ten years ago, it led in 2017 19,000 training programmes for 75% of the Group's French employees. Thanks to the expansion of remote training options and the launch of an internal training platform, the aim is to provide annual training to 100% of Group employees by 2020.

On another note, several majority agreements were signed with trade unions in 2017.

The first focuses on the **quality of life in the workplace. This agreement, which was signed in October**, covers five major topics: community life, the work environment, health and safety in the workplace, work-life balance, and work organisation. The measures included in the agreement contribute to making the workplace more comfortable for our teams, with specific attention paid to individuals who have a difficult time balancing their work and personal lives.



In June 2017, an agreement was signed to extend the “**thirteenth month**” **annual bonus** to all non-managerial staff in our network of facilities.

Finally, last November, after signing its first agreement on employment and disabilities in 2014, Korian has renewed its commitment to support workers with disabilities for three more years. The new agreement, approved by all four trade unions represented at the company, reflects the essence of Korian's CSR policy. Key provisions call for creating a community of disability officers at local level, and stepping up training and job opportunities for young people with disabilities.

For Sophie Boissard, Chief Executive Officer of the Korian group:

“Korian has made its HR policy—and especially the training and skills development of its employees—one of its top priorities. We constantly strive to improve the quality of the services and care we provide to the approximately 100,000 people we assist every year, and our training initiatives contribute directly to this goal. This means that any employees who are interested can sign up for a variety of job training programmes. We are thrilled that 97 employees successfully completed their VAE training in 2017.”

About Korian – www.korian.com

The Korian group, European multidisciplinary expert in providing care and support services for seniors, was founded 15 years ago and employs 49,000 people in Europe, including more than 20,000 in France. Korian's teams work in a variety of fields. These include senior care, of course, but also accommodation, catering, and more. Our 730 specialised clinics, care networks, nursing homes, and assisted living facilities have a total capacity of 74,000 beds and accommodate 250,000 patients and residents every year. In France, the Group's 366 facilities accommodate more than 100,000 patients and residents per year.

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