



April 6, 2009

RENAULT PROVIDES SKILLS DEVELOPMENT AND TRAINING FOR 600 UNSKILLED YOUNG PEOPLE

On April 6, 2010, Renault extended the national framework agreement with the Ministry of the Economy, Industry and Employment, to train unskilled young jobseekers in the regions where Renault's main plants are located. Since the agreement was first signed in 1992, more than 3,300 young people have benefited from the program, and most of them have earned a vocational diploma and found stable employment. Renault will take at least 600 young people onto the program between 2010 and 2012.

A JOB SKILLS PROGRAM THAT WORKS

The agreement signed between Renault and the Ministry of Employment in 1992 and renewed since, is designed to help unskilled young people to earn a qualification and find a job.

Chosen by local youth information centres¹, young people who are finding it hard to enter the workforce work for approximately two years in the Renault plant in their region (Douai, Flins, Le Mans, Cléon, Sandouville or Maubeuge), where they are supported by employees who volunteer to supervise them and attend part-time training. After an internship of three or four months during which they learn basic behavior in a work environment, they are integrated into the production teams and attend a training course part-time for 19 to 24 months. When they complete their courses, they receive help finding a job from Renault, the public employment service and temp agencies.

In the 18 years since it was set up, the program has been a very positive experience, demonstrating the efficiency of part-time training courses for manual trades:

- 3,300 young people, most aged under 26, a third of them women, have benefited from the program;

¹ Youth information centres in France, called *missions locales*, provide individual support for young people seeking work. They help with jobs, training, housing and healthcare.

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- more than 90% have earned a multi-industry diploma (usually a certificate as an “industrial systems operator”), which they can use to apply for jobs at Renault or other companies in their regions;
- 70% have found lasting jobs within a few months of earning their diplomas.

Impressed with the results, Renault has decided to extend the agreement with the Ministry of the Economy, Industry and Employment for the fifth time, and has undertaken to accept 600 young jobseekers on part-time training courses between 2010 and 2012. The previous commitment to take in 600 young people in 2005-2009 was surpassed, with nearly 850 young people earning a diploma through the program.

RENAULT: A HR POLICY THAT PROMOTES SKILLS DEVELOPMENT FOR YOUNG PEOPLE

In 2009 in France, Renault took in approximately 830 young people on part-time training courses and 2,000 interns, of all levels and across all the business lines. This policy of intensive skills development has two aims: to prepare the skills Renault will need, and to increase the employability of young people in the regions where the company’s plants are located.

This policy also includes regular awareness-raising activities for secondary and tertiary students and teachers as well as partnerships with the education system (see appendix). Strongly believing that a wide range of skills and profiles is an asset for the company’s performance, Renault hopes to foster equal opportunity and make it easier for girls to enter traditionally male-dominated automotive trades.

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Gérard Leclercq, Senior Vice President, Group Human Resources

“Integrating unskilled young people is a major challenge for our modern societies. Companies have a role to play here and a social responsibility towards the regions where they operate. On behalf of Renault, I am proud to sign the fifth extension of this agreement, which will enable another 600 young people to benefit from the program between now and 2012 and find their place in the workforce”.

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APPENDIX

THE MAIN ASPECTS OF RENAULT'S POLICY FOR YOUNG PEOPLE IN FRANCE

Un Avenir Ensemble

In 2009, Renault started a new partnership with *Un Avenir Ensemble*, a foundation that runs a mentoring program for 13 senior high-school and university students from disadvantaged backgrounds involving Renault executives.

Plan Espoir banlieue

Renault signed a national agreement with the Ministry of the Economy, Industry and Employment to integrate 530 young people from disadvantaged areas per year between 2008 and 2010 (as interns, apprentices, and on temporary and permanent contracts). In 2009, Renault exceeded the target with an intake of 583 young people.

Sciences Po Paris

Under an agreement signed in May 2008, Renault supports the Institute of Political Science ("Sciences Po") in Paris to promote diversity and equal opportunity among the students at this elite school.

Lycée Henri IV (Paris)

Renault sponsors scholarship students in their senior years at the *Lycée Henri IV* high school in Paris.

Course en Cours

Renault is the major partner of the [Course en Cours](#) automotive design competition for high-school students, since it was set up in 2006. This year, 8,000 students participated in the competition, which is approved by the Ministry of Education and has won numerous awards (2009 Prize for Creativity and Innovation and First Prize 2009 of the Sponsors' Awards).