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Tipiak Cocktail Division accompanies its employees to support their internal or external employability

By joining the Global Compact in 2003, Tipiak committed itself to taking steps to apply the Pact's principles to its daily activities.

Hubert Grouès, Chairman and Managing Director of Tipiak, renews its engagement to respect and implement these ten principles. Today that results in a communication concerning good practice in the social domain. Last year, the company initiated a step in one of its subsidiary companies, Tipiak Cocktail Division, and its goal was to promote principle N° 6 of the Global Compact: "elimination of discrimination in respect of employment and occupation".

With
• stable family share holders since the company was founded in 1967,
• a strong brand,
• leading products,
• one thousand and one hundred people,
• seven production sites,

Tipiak has managed to develop an original and high quality offer in both its sectors:

"cold" sector :
Cocktail products
Frozen ready meals

"dry" sector :
Grocery, Crusty bread.

The Tipiak group privileges the training of its personnel while devoting to it more than 3% of its overall wage bill. 1.012 employees (out of a total staff complement of 1.124) thus profited from at least one training period in the year. The main axes of training are the reinforcement of professionalism, the improvement of quality and safety, the reinforcement of the competency of staff in project management, the development of skills, employability and the capacity of adaptation. Within the context of this last objective, several original initiatives were launched in Tipiak Cocktail Division in 2009: concerning education, data-processing and tradesmanship.

At the origin of the project, the installation of a new tool of traceability on one of the production sites, required the installation of a computerized system of exchange of data, with integration of computer tools within production workshops, near employees accustomed to the manual input of data.

The training process comprised of several phases including training in a refresher "school" and in basic competency concerning data. 90 employees were thus evaluated in order to receive adapted additional training. These sessions made it possible for a certain number of employees to profit from lessons in mathematics, French and data processing. Nearly ten people having scholastic difficulties were also identified and they could be helped personally.

Another project was the beginning of certified training for assistant cooks and pastry-cooks for people on both short and long term contracts. A teaching program was created in partnership with a hotel college to mix the theoretical and practical phases. A dozen employees were thus formed; some will exploit the skills acquired in other companies, once their contract is finished.

For the company, these programs for the development of skills enable it to guarantee better adaptability of its personnel within the framework of their internal evolution: including the modernization of the equipment, regulations (hygiene, safety...), modifications in the organization of work, development of autonomy and versatility.

For the employees, whatever their age, their level, their environment or the nature of their contract (including short term), it is an opportunity to evolve. The objective is to make the employee autonomous in their process of training and to develop in themselves skills "of adaptability" with regard to a professional environment in permanent evolution. Within the framework of trainings in mathematics, French and data processing, the improvement of their capacities also has a positive influence on their personal lives (helping with children's homework, training in the use of a microcomputer...).

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These two examples illustrate the desire of Tipiak to offer to its personnel the possibility to increase their internal or external employability, whatever the nature of their contract, their qualifications or their school level. These two initiatives were the subject of a positive echo within the teams, in particular in the case of the scholastic training.

Tipiak tout est dans la recette