

DC dVet Barcamp: how the business sector implements GESI in its dual VET strategies?

Schneider Electric



We provide
energy and automation
digital solutions
for **efficiency**
and **sustainability**

Accelerating Sustainability

IMPACT
Company



Leading by example
in **our ecosystem**



Being part of the solution
for **our customers**



2021 – 2025

Schneider Sustainability Impact

6 long-term commitments

11+1 targets for 2021 – 2025

CLIMATE



- 1 Grow our **green revenues** to **80%**
- 2 Deliver **800 million tons** of **saved and avoided CO₂ emissions** to our customers
- 3 Reduce **CO₂ emissions from top 1000 suppliers' operations** by 50%

RESOURCES



- 4 Increase **green material content** in our products to **50%**
- 5 100% of our primary and secondary **packaging** is **free from single-use plastic** and uses **recycled cardboard**

TRUST



- 6 **100%** of our **strategic suppliers** provide **decent work** to their employees
- 7 Measure the **level of confidence** of our employees to report behaviors against our Principles of Trust

EQUAL



- 8 Increase **gender diversity**, from **hiring** to **front-line managers** and **leadership** teams (**50/40/30**)
- 9 Provide **access to green electricity** to **50 million people**

GENERATIONS



- 10 **Create opportunities for the next generation** – 2X number of opportunities for interns, apprentices, and fresh graduate hires
- 11 **Train 1 million people** in energy management

LOCAL



- +1 100% of Country and Zone Presidents define **3 local commitments** that impact their communities in line with our sustainability transformations



We must develop our people

1929 beginning of the training activity of
Schneider Electric
with Paul-Louis Merlin school in Grenoble

50 years of partnership with the French ministry of
education and higher education

15 dedicated specialized people serving the
French Educational system



Youth Education & Entrepreneurship program

Life Is On



Introduction

Skilling & empowering 1 million young people

“Climate is the century top priority;
**youth education is the next
decade top priority**”

Jean Pascal TRICOIRE – CEO

Youth Education & Entrepreneurship program

Our strategy

By 2030, there will be 1.3 billion young people*

Our **Vision** is to:

- Our Corporate Citizenship ambition is to **skill and empower young people, to help them build and imagine their future** - our future - and give them the means to do it successfully

Our **Mission** is to:



- **Create opportunities for the youth to acquire better access to relevant work in the energy sector** by supporting access to employment with long term competencies **through TVET programs** adapted to market needs. We support programs from **3 months to 3 years** (certificate and diploma) in the energy field. We are developing digital training contents.
- Spread **the skills for the future**, technical and soft, and dedicate time to **mentor** young people
- **Create the right ecosystem to spread entrepreneurial spirit** and **encourage innovation**

Our **Mandate** is to:

- Leverage the company's departments to provide financial support, knowledge sharing and dedicate time to global and local partners that are skilling and empowering the youth

Our proposal

A collaborative effort in the field

- Partnership with local players and/or national or international non-profit organizations (NGOs, governments, etc.).
- Involvement of Schneider Electric's local subsidiaries
- More than 300 partners in 46 countries



Funding Investment

- In materials and pedagogic equipment for practical work
- Curriculum development, digital training content, energy contests
- Communication, audit, mentoring
- Contribution to activities development and implementation

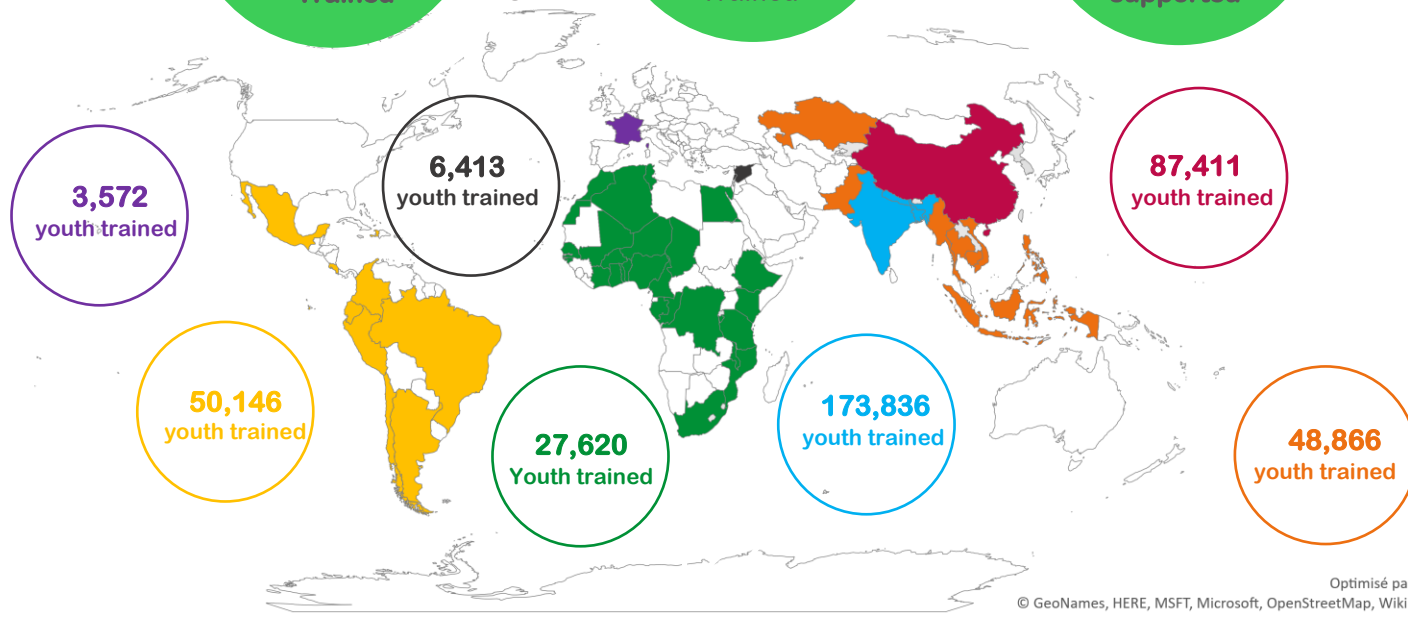
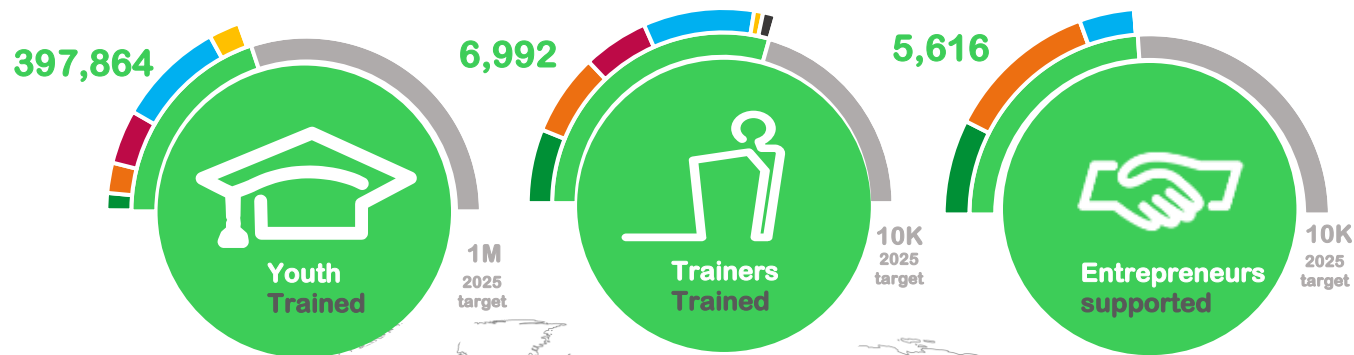


Support of Schneider Electric's employees

- Missions of the volunteers of the VolunteerIn association, which, if the need arises, enables the sharing of expertise, mentoring etc.
- Training of trainers on technologies
- Update on training curricula, on site work with students



Youth Education & Entrepreneurship dashboard 2022



- OECD countries
- Central/South America
- Africa
- Middle East
- Southeast Asia
- India + region
- China

Indonesia : Centre of Excellence



In Partnership with:



MINISTÈRE DE L'ÉDUCATION NATIONALE ET DE LA JEUNESSE



Recent activities

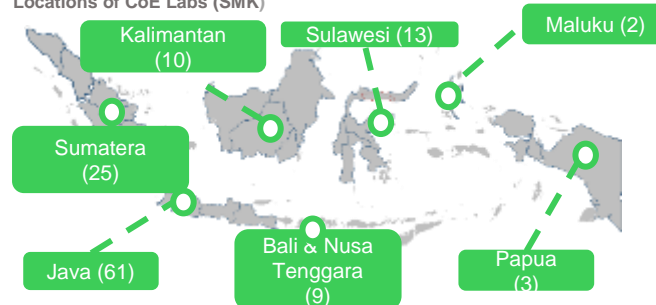
- Technology Update to develop the curriculum. Currently, French Expert & an Intern are developing the use of **Augmented Operator Advisor (AoA)** as well as creating the digital learning
- Design CoE Training journey creatively to maintain participants' interest. We include **Batam Smart Factory Virtual Tour** in the training agenda, give Hybrid Learning option, also, create Competition for SMK students
- Leverage Schneider Indonesia's partner network to facilitate **Student Internship**
- "Celebration of Indonesia - France Partnership with **Schneider Electric**" and we were covered by 54 National Local Medias, +200 participants



Progress

1 Center of Excellence was set up in BBPPMPV BMTI Bandung in 2017

Locations of CoE Labs (SMK)



125 SMK Labs have been equipped
(Map : <https://earecoebandung.id/en>)

| Year | Electrical Installation | Industrial Automation | Renewable Energy |
|-------|-------------------------|-----------------------|------------------|
| 2019 | 32 | 4 | 4 |
| 2020 | 27 | 14 | 9 |
| 2021 | 19 | 15 | 1 |
| 2022 | 17 | 2 | 0 |
| Total | 95 | 35 | 14 |

Within 125 SMK we selected **22 SMK** to be Regional CoE (RCoE)

| People Trained | Target | Achievement |
|---------------------------------|--------|-------------|
| Trainers (Teacher + Technician) | 248 | 370 |
| Students | 10.800 | 13.816 |

RCoE activities successfully extended the impact by training additional **749 Teachers** from neighboring schools

Last Update : 16/09/2022

Internal

Partnership Overview

Centre of Excellence is a Public Private partnership between Ministry of Education, Culture, Research & Technology Indonesia (MoEC), Ministry of National Education of France (MENESR), SE Foundation & SE Indonesia, that focuses on vocational high school (SMK) development specialized in :



Targets : The parties agreed for 6 years to

- set up 1 Centre of Excellence
- develop 124 - 184 Labs
- train up to 248 trainers
- train up to 10,800 students across Indonesia

Signing Date : 11 Aug 2017 (in Jakarta, Indonesia)



Institute of Electricity and Energy Management - Bangalore

In Partnership with



Ministry of Education
France



Schneider Electric Foundation-
France



Schneider Electric Foundation-
India



Govt. of Karnataka



Objective

IEEM, Bengaluru, Karnataka, India- Institute of electricity and Energy management was established in collaboration with Karnataka Government, Schneider Electric Foundation France, and French Government in January 2014.

The "Institute for Electricity and Energy Management". At IEEM, trainers and teachers from Govt. Industrial Training Institutes and Schneider Electric India Foundation's partnered training centers get trained in an intensive and comprehensive 24 days training program.

Impact till date

1473+ Trainers trained since 2014- YTD Dec 2022

291 trainers in 2022



“ACCESS TO ENERGY & TECHNICAL EDUCATION ARE POWERFUL LEVERS FOR WOMEN'S EMPOWERMENT”

Strategic development: Women Empowerment

The Schneider Electric Foundation through its Youth Education & Entrepreneurship program works for women's integration into the energy trades and for their full participation in the energy challenges.

Current situation

Since the beginning of the program, the number of women in the energy trainings has remained low. The energy sector is still a male dominated area, young women are sometimes discouraged by social norms and even by their family to venture down this path. Women entrepreneurs have an enormous potential if they succeed in overcoming gaps in access to finance, hard and soft skills, access to technology and markets. Addressing these gender-differentiated risks and barriers with specialized partners has become a priority.

Objectives

- Developing partnerships with specialized organizations
- Community awareness + advocacy
- Integrating more women in training programs in the energy field + giving them access to soft skills
- Supporting access to labor market + funding for entrepreneurship projects: sustainable services
- Intervention in schools and universities to create open talks

Actions

- Generation equality forum commitments
- Advocate & communicate
- Develop specific partnerships
- Share best practices

Vocational Training & entrepreneurship for Women in the Energy Field

Schneider Electric is part of a consortium led by Plan International that has won a call for proposal from the EE.UU “women entrepreneurship in renewable energies”



2019, in Mali, Niger and Senegal upgrade of 6 technical schools in the three targeted countries to reinforce their electrical & solar laboratories.



2020, training of the trainers of the **6 schools and training of 4900 women** located in the rural areas around the training centers. Objective for the women: to become energy entrepreneurs (selling solar lanterns, installing mini-grid..).



2021, soft & managerial skills trainings delivered to the women in order to develop business plans and submit them to local banks. The objective is to allocate micro loans to groups of entrepreneurs.

Impact at the end of the 5 years

4,500 small companies supported

7,000 women trained

2,500 students trained



Women entrepreneurship in ENF



2020: Training in Casamance, Senegal

APPROCHE FEMINISTE DE LA TRANSITION ENERGETIQUE POUR LA JUSTICE CLIMATIQUE

A FEMINIST APPROACH TO THE ENERGY
TRANSITION FOR CLIMATE JUSTICE



Schneider
Electric
Fondation



AVEC LE SOUTIEN DE:



COP27

PAVILLON FRANCE

16/NOV/22

13:30 – 14:30 UTC +2

ENDA GRAF SAHEL

Generation Equality forum : Paris June 2021

Schneider Electric's involvement with the UN Generation Equality Forum

The Generation Equality Forum (GEF) is a **global multi-stakeholder initiative** that brings together representatives from the private sector, Member States, UN Entities and civil societies, including youth organizations and networks, to accelerate progress for gender equality around the world.

Through Action Coalitions, the initiative will build new global multi-stakeholder partnerships for gender equality. Action Coalitions will mobilize governments, civil society, international organizations, and the private sector to accelerate progress towards gender equality through innovative programming.

Schneider Electric and the Foundation took a commitment under the **Economic Justice and Rights Coalition**.



Schneider Electric Foundation commitments at end of 2022:

1. Supporting the training of **5,000 women** in the energy trades and their self-employment or access to jobs, through specialized partnerships
2. Launching **2 new international initiatives** around women training and empowerment in the energy field

Vocational Training for Women in the Energy Field

Schneider Electric, the Schneider Electric Foundation, the Mastercard Foundation, USAID and the International Rescue Committee launch program to prepare 1,150 women for employment in the Energy Sector



2017, in Ivory Coast, Schneider Electric and the Foundation, Mastercard Foundation and International Rescue Committee have partnered to support **1,250 unemployed youth** to acquire long-term competencies and start their own activity in electricity and solar energy, 60% of the total beneficiaries are women.



2021, USAID is joining force through their “**Women’s Global Development and Prosperity Initiative**” with the three existing partners, to expand the program targeting women and support two new training centers in Abidjan and Ferké.

| Country: | Ivory Coast |
|-----------------|---|
| Project: | Vocational Training for Women in the Energy Field |
| Partners: | SE, SEF, IRC, Mastercard Foundation, USAID |
| Beneficiaries: | Unemployed women 15/24 years old |
| Cities/Centers: | Abidjan + Ferké |
| Training: | 6 months certificate elec. & solar (in class + digital) and internship/entrepreneurship support |
| Impact: | 200 per year |



Pro-Jeunes Energy program



2020: Trainees in Michele Yakice training center in Abidjan.

Skilling & Empowering young people

OUR GLOBAL AMBITION 2025



10,000

Trainers trained



1M

Youth skilled



10,000

Entrepreneurs
supported

Life Is On

