



I<sup>2</sup>FA Recruitment || Cohort 2025 - 2027



ENSEIGNEMENT  
SUPÉRIEUR PRIVÉ  
D'INTÉRÊT GÉNÉRAL  
LOI DU 22.07.2013



- A major French Higher Education and Research Institute in life science **3 200 students**
- **International scope:** 130 university partners worldwide and 250 international students
- Combines training of a high academic standard and professional experience



## 4 major sectors of activity :

- Agriculture
- Agribusiness
- Food industry
- Sustainable territorial management

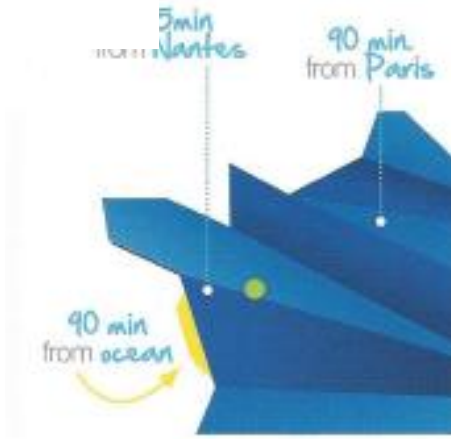
Founded in 1898, ESA is a multidisciplinary Higher education and research institution specialized in the following fields of expertise :

Associate Degrees,  
Bachelors,  
**Master of Science in  
Engineering  
(« Diplôme  
d'ingénieur »)**  
Master (« Diplôme  
National de Master »),  
PhD





- A city located in the heart of the Loire valley, famous for its castles, vineyards and food industry
- 1h30 by train from Paris and 100 km inland from Atlantic Ocean
- First horticultural region in France
- Pleasant cultural and green city
- 35 000 students in 7 « Grandes Ecoles » and 2 universities



# Some Key Dates/Figures of the program

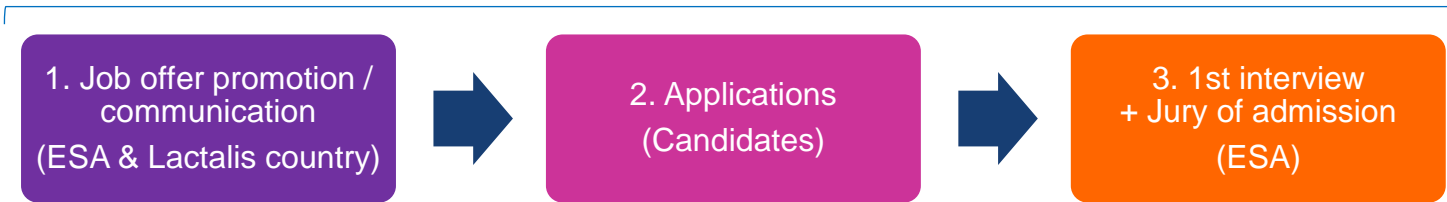
- **July 1999:**  
First class of French “Ingénieur” apprentices begin training
- **January 2001:**  
First student from Russia to start the program.  
In 20 years, we have trained apprentices of 40 different nationalities for 34 French companies

## 2001-2024:

- 312 I<sup>2</sup>FA students
- 45 currently in training



## A. [Academic evaluation]



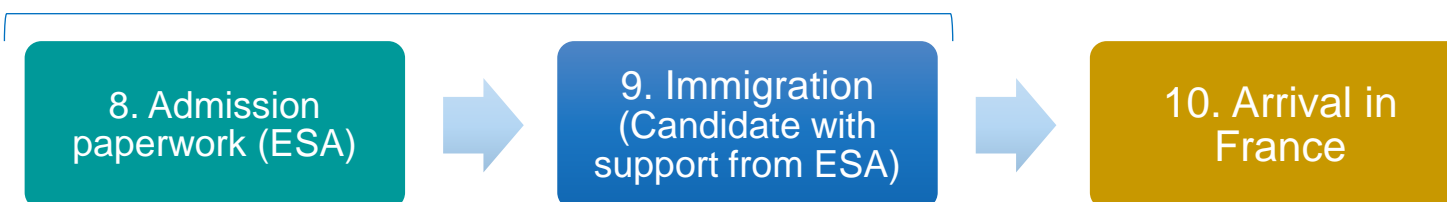
## B. [Professional evaluation]

If candidates are academically selected...



## C. [Admission paperwork & Immigration]

Selected candidate(s)...







# ROMANIA

Recruitment planning





## CONTEXT

- Strong International development of the Group
- Need to develop heterogeneous industrial and dairy cultures
- Need to transfer the Group's Industrial know-how to local talents & teams

### **Partnership with ESA Angers:**

- Apprenticeship engineering course
- International network

### **Launch of the I<sup>2</sup>FA program in 2002**

## PURPOSE OF THE PROGRAM

Train our future Talents, from our international subsidiaries, in France to integrate them in their country of origin post-I<sup>2</sup>FA.

By sharing:

- Our dairy culture
- Our methods
- Our values

By developing:

- Autonomy
- Project management skills
- Expertise in the Group's industrial businesses
- Managerial skills





## Profile of selected students:

- Graduates with a Master's degree (Bachelor's, etc.) in agri-food engineering, microbiology, etc. (Life sciences)
- Advanced level in English and willingness to learn French
- Ability to adapt and develop
- Motivated by an international project ... AND willing to return back home
- Participants need to be under 28 years old before the start of the program in September to be able to have an apprenticeship contract (determined by french law).



*I<sup>2</sup>FA = Ingénieur International en Formation par Apprentissage*  
(International Engineer by Apprenticeship Training)

## Profile after 2.5 years of the program:

- Master of Science in Engineering degree in agri-food from the ESA Angers
- Proficiency in 2 - 3 languages and knowledge in 1 or 2 Lactalis dairy technologies
- Ambassador of the Group's culture and values



# BENEFITS OF THE I<sup>2</sup>FA PROGRAM FOR LACTALIS



Developing local talent for our international subsidiaries



Sharing French industrial expertise and putting it into practice in our plants (to ensure the sustainability of the Group's model)



Creating and developing a sense of belonging to the Group among our employees



Facilitating relationships and working better together with our countries/subsidiaries

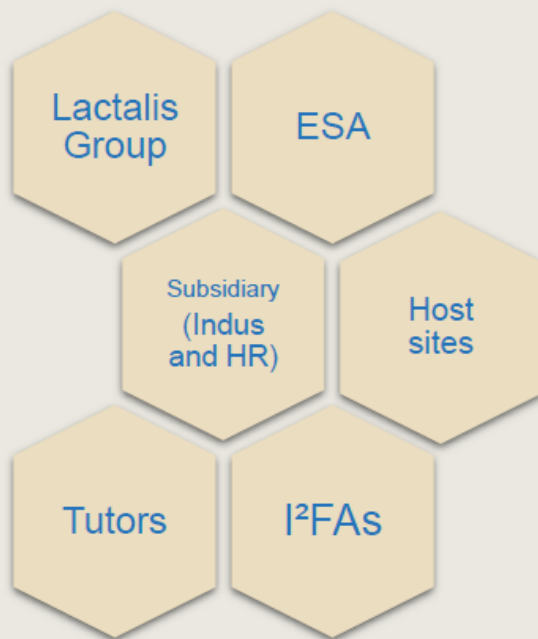
# KEYS ASPECTS TO PROGRAM SUCCESS



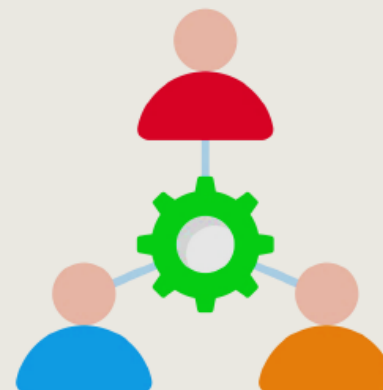
Recruitment:  
A key step



Active and coordinated  
involvement of the various  
stakeholders



I²FAs to play an active  
role in their training



Returning home and  
integration





# +20 YEARS OF #LACTALISEXPERIENCE



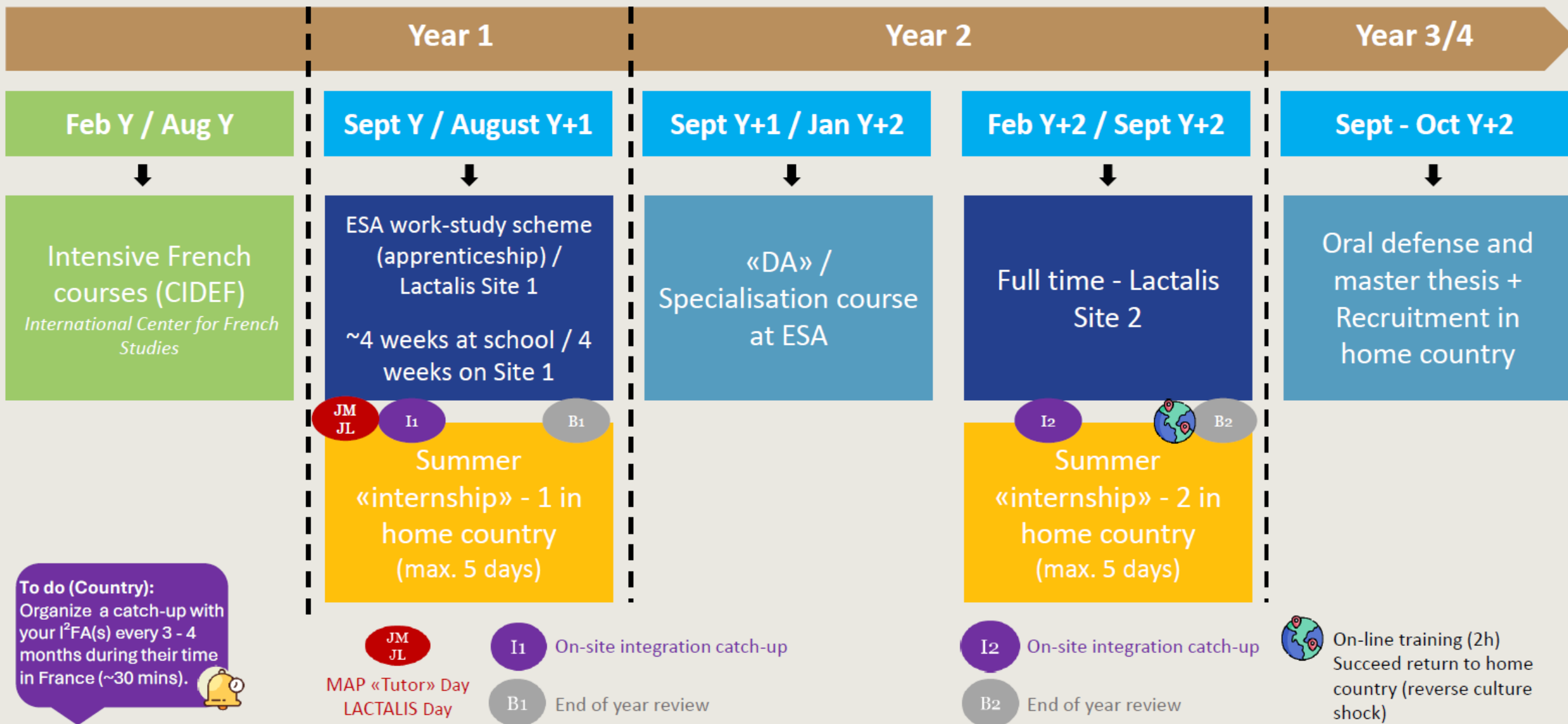
**251** students have  
joined the program  
since **2002**

**+ 37** nationalities

**67%** still with the  
Group







**To do (Country):**  
Organize a catch-up with your I<sup>2</sup>FA(s) every 3 - 4 months during their time in France (~30 mins).

## Who can apply?

- ✓ Recently graduated with a Bsc or Msc in Food Science, Microbiology, Biotech or Animal production (for milk collection)
- ✓ B2 certified level in English
- ✓ A strong desire to learn a new language (French) – entirely taught in French
- ✓ A very strong motivation for a career in the food industry

## How to apply ?

- ✓ Create your application file on our online platform: <https://olage.groupe-esa.com>
- ✓ Complete the application form and download mandatory documents – CV, cover letter, reference letters, transcript of records, English test, passport
- Step 1 : evaluation of your academic profile with a first interview with ESA (Either Fiona or Marie).  
Jury of admission with the Director of studies
- Step 2: If preselected academically – second interview with the local team of the company and the Talent Manager of the program (Lina). ESA is always present at final interviews.

The company makes the final choice.



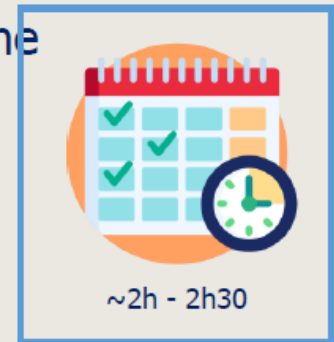
## Assessment by the Tutor and Site HR in France + Group Talent Manager + I<sup>2</sup>FA

### □ Timing

- ✓ 1st year: during the 3rd or 4th work-study period on Site (March / May Y+1)
- ✓ 2nd year: during the 3rd or 4th work-study period on Site (March / May Y+2)

### □ Objectives

- ✓ Ensuring smooth integration on Site and in France (adaptability, interpersonal skills, personal commitment)
- ✓ Mastery of technical subjects, processes, Lactalis culture... (factory visit by the I<sup>2</sup>FA to the Group TM)
- ✓ Sharing expectations and feedback on the I<sup>2</sup>FA's performance
- ✓ Check on logistics and personal finances
- ✓ Create link with the home country
- ✓ Discussing the choice of DA «specialization course» (1st year)
- ✓ Discussing the return to home country (2nd year)



**=> A summary feedback will be sent to each country after each visit**

*To do (Country HR) > Once you receive the feedback share it with the key stakeholders following up on the I<sup>2</sup>FA*





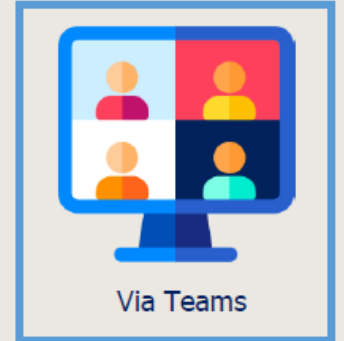
## Assessment by the Tutor and Site HR in France + Group Talent Manager + I<sup>2</sup>FA

### □ Timing

- ✓ 1st year: end of July / August Y+1
- ✓ 2nd year: end of July / September Y+2

### □ Objective

- ✓ Carrying out an annual assessment of integration and adaptation to the country and Lactalis culture.
- ✓ Assessing the apprentice's performance and learning curve.
- ✓ Follow-up with the country of origin.



**=> A summary feedback will be sent to each country after each catch-up**

*To do (Country HR) > Once you receive the feedback share it with the key stakeholders following up on the I<sup>2</sup>FA*



B1

B2





➤ As part of the I<sup>2</sup>FA program, the students are required to go back to their home country to have a summer\* internship (max. 1 week).

\*for some of you winter 😊

➤ The objectives being:

- Start / continue to create a link /network with the Country of origin that will welcome them after the program.
- To show the I<sup>2</sup>FA their future plant, if already defined; so they can start familiarizing with the new environment.
- Start providing visibility about the «after program in France», local processes, key people, etc.

➤ It is up to the I<sup>2</sup>FA to set the dates with the various parties involved (site in France / subsidiary, etc.) between June - August.

➤ Check slide 16 for ideas about how to best use this time they will have with you.

### **Regarding the trip as part of their paid leave (and internship):**

- Travel days are counted as holidays unless they are traveling on weekends.
- During the period they will be in the Site (for the summer internship), these will not be counted as paid leave.
- If they decide to stay longer for personal reasons, those days will be counted as paid leave.



**If no need for summer internship no trip will be paid by the company**



## 1st year:

- 3 weeks of integration
- Core curriculum (Engineer Specific I<sup>2</sup>FA sequence)
- Specific modules + Fundamental courses: Processing, food and quality / Data analysis / Statistics / Applied computing / Project management / Social sciences / Sensory analysis / QA...
- DF («Dossiers Formation» / «Reports»)
  - DF Integration: An in-depth analysis of the company's operations and way of working
  - DF Techno: Suggestions for solving problems in a production unit and understand the process flow
  - DF Quality: Suggestions for solving problems in a quality control department
  - Change Management project
- RI (Research & Innovation): «End of first year thesis». Establishment of an experimental protocol, methodology and bibliography to manage critical points in terms of production or quality.




I<sup>2</sup>FA modules (en ang)



Adobe Acrobat Document

## 2nd year: DA «Domaine d'approfondissement» / «Specialization semester at ESA»

- The I<sup>2</sup>FA will have to choose\* the DA to follow for their «specialization» at ESA, below the options proposed:
  - IDIPA (Innovation and Industrial Development of Food Products)
  - AGTECH (towards the digital transition of the agri-food sector)
-  The countries may decide which «DA» is better for the I<sup>2</sup>FA to follow according to what their role will be when coming back to home country.
  - If you do so, make sure they know in advance and they understand the why.
- MFE (End of Master thesis - dissertation)
- Oral defense (September)



Calendrier alternance 2023



IDIPA



AGTECH



## MAP / Tutor day «on-boarding»

### ➤ Who is it for?

- Tutor
- HR Site France



### ➤ When?

- Before the 1st factory period (Oct Y)

### ➤ Where?

- At ESA (Angers)

### ➤ What for?

- Presenting the school and the academic part of the program
- Short intercultural training course to help tutors and HRs provide better support for students

## Lactalis Day «on-boarding»

### ➤ Who is it for?

- I<sup>2</sup>FA
- Tutor
- HR Site France



*Nurturing the future*

### ➤ When?

- Before the 1st factory period (Oct Y) (*the day after the MAP day*)

### ➤ Where?

- At Group headquarters (Laval)

### ➤ What for?

- Present the program and practical information about it
  - Involvement of industrial management
  - Visit the Lactopôle
  - I<sup>2</sup>FAs Testimonials
  - Group networking



# I<sup>2</sup>FA PROGRAM FINANCING





# FINANCING OF I<sup>2</sup>FA PROGRAM (INFO FOR I<sup>2</sup>FAS)



## Costs covered by Lactalis:

- Flight ticket / Train from home country to France - Angers (economy class) at the beginning of the program\* 🇫🇷
- Visa fees and any administrative fees associated with visa (when applicable)\*
- Campus France fees (when applicable)\*
- Monthly living grant during the french lesson period (when in France)
- ESA tuition costs
- ESA campus fees
- Apprenticeship contract/salary during the Masters' period
- Transportation costs to and from company during training periods (2<sup>nd</sup> class) - between Angers and Lactalis Site in France
- SNCF (train) card for 12/25 years old travel (to get reduced prices for train)
- Drivers licence translation (if need be)
- In-house training during program and associated logistical costs (ex. R&D, GMP, reverse cultural shock...)
- If there is a need for the I<sup>2</sup>FA student to do a summer internship in home country (max. 2 through-out the whole program) Lactalis will cover the round-trip in economy. If no need for summer internship no trip will be paid by the company
- Flight ticket / Train from France to home country (economy class) at the end of the program



*To do (Country HR) > If possible we suggest it is the Lactalis Country to pay directly for the trip to France (in economy) so the student doesn't have to advance all that money. If not possible for Country to do this, make sure to discuss with the I<sup>2</sup>FA so they can organize themselves financially.*

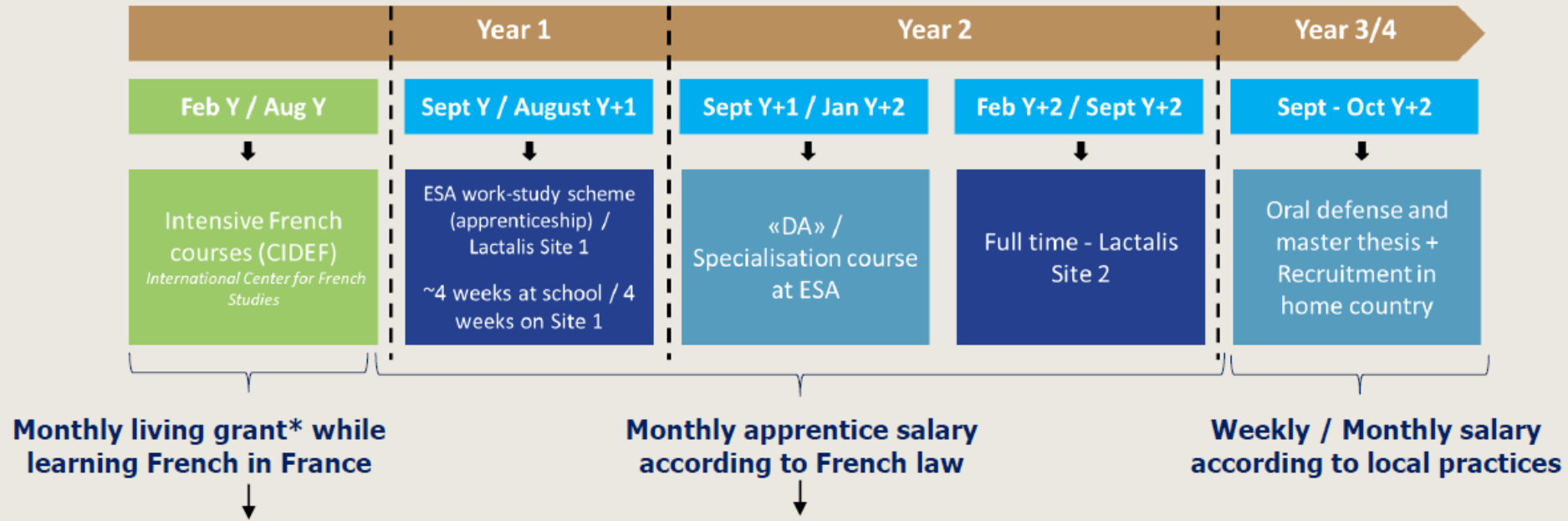
## Costs NOT covered by Lactalis:

- Complementary health insurance «mutuelle»
- CIDEF text books (~80€)
- CVEC tax (~100€)
- Student Union subscription (~35€)
- Adhesion to ESA alumni association (~150€) - NOT MANDATORY
- Study trips if applicable
- Usual living expenses (i.e. Housing, meals...)
- Round trip to go to home country for personal reasons (e.g. Christmas...)
- Round trip, accommodation, visa fees or paid time leave to attend graduation ceremony in France (if the I<sup>2</sup>FA wants to join their ceremony, they will be responsible financially to do so).



# ALLOWANCES AND SALARY DURING I<sup>2</sup>FA PROGRAM (INFO FOR I<sup>2</sup>FAS)

2024 figures



- To support the students while they are in France studying french, the ESA school (re-invoiced after to Lactalis) will finance a monthly living grant of **930€ per month/per student**.
- During the CIDEF period the cost of the host family (595,50€) is deducted from this sum and the remainder (334,50€) is deposited into the student's bank account for additional meals, travel and entertainment. This is adequate to cover basic living expenses, however, it is recommended to have approximately 200€ month of private funds for other expenses if need be.

- The apprentice salary varies depending on the year of study (1<sup>st</sup> or 2<sup>nd</sup> year) and the age of the I<sup>2</sup>FA based on the minimum salary in France.
- First salary is paid mid-October (September month), and so on the next months.
- To support I<sup>2</sup>FA during September month, the ESA will advance one month living grant to student, to be paid back before 31/08/Y+1.
- Students in France have some government aids, the ESA will support I<sup>2</sup>FAs to access to these.



# KEY ADMIN / LOGISTICAL PRINCIPLES





- **Students requiring visas for France must NOT contact their local consulates or embassies until they have heard from ESA Angers as to how to apply for a visa. In all cases you will apply for a LONG-STAY STUDENT VISA at the French Embassy. This is extremely important.**
- ESA Angers staff takes care of the administrative aspects of the student's arrival (visa etc). Students will receive information from the ESA Angers International Relations Service with regards to what documentation they need to bring with them to France.
- Students have assistance with all administrative matters: validation of visa, residence permits, health insurance, bank accounts etc.



**Once the candidate has been selected and the ESA has given information about how to apply for visa, they should do the process as soon as possible. Immigration processes are very long, and we depend on the I<sup>2</sup>FA reactivity.**





- **I<sup>2</sup>FA students are responsible for their administrative situation in France.**
- **At all times, their residency status must comply with French law.**
- **On a day-to-day basis, they should carry the following with them at all times:**
  - Passport or identity document
  - For non-EU citizens: long-stay visa, residence permit and (if necessary) receipt of application for renewal.
- **Lactalis France and ESA must be informed identically and simultaneously of any change of location (address, telephone, immigration, etc.).**
- I<sup>2</sup>FAs are advised to remain contactable in case of emergencies.



**IMPORTANT: The I<sup>2</sup>FA needs to anticipate the renewal of their permit at least 4 to 6 months before the expiry (the school will support them with the process but the I<sup>2</sup>FA is in charge of their own situation).**



- On arrival in France, I<sup>2</sup>FAs are enrolled in the French national health insurance system (CPAM) that covers a large percentage of basic health care.
- I<sup>2</sup>FA students are strongly advised to take out complementary student health insurance, which covers additional costs not covered by the CPAM.
  - It is up to the apprentice to choose whether to join to this complementary "mutuelle", either the one offered by the school or the one offered by the company.
- At Group level, we do not have any specific complementary health insurance for I<sup>2</sup>FAs.



- Each I<sup>2</sup>FA has **5 weeks of paid leave (PL) / paid time off (PTO) per year** (*unless additional leave is granted under the various collective agreements*).
- I<sup>2</sup>FA PL are earned and taken by **acquisition** (according to french laws).
- The leave can only be taken during training periods on site (they cannot be taken during teaching periods at ESA).
- No PL accumulation from one year to the next
- I<sup>2</sup>FAs are entitled to an **extra 5 days' examination leave** (like other apprentices in France).
  - This additional leave is only possible for **second-year** I<sup>2</sup>FAs in the month before the final exams / oral defense (**August - Sept**).

### Other key information:

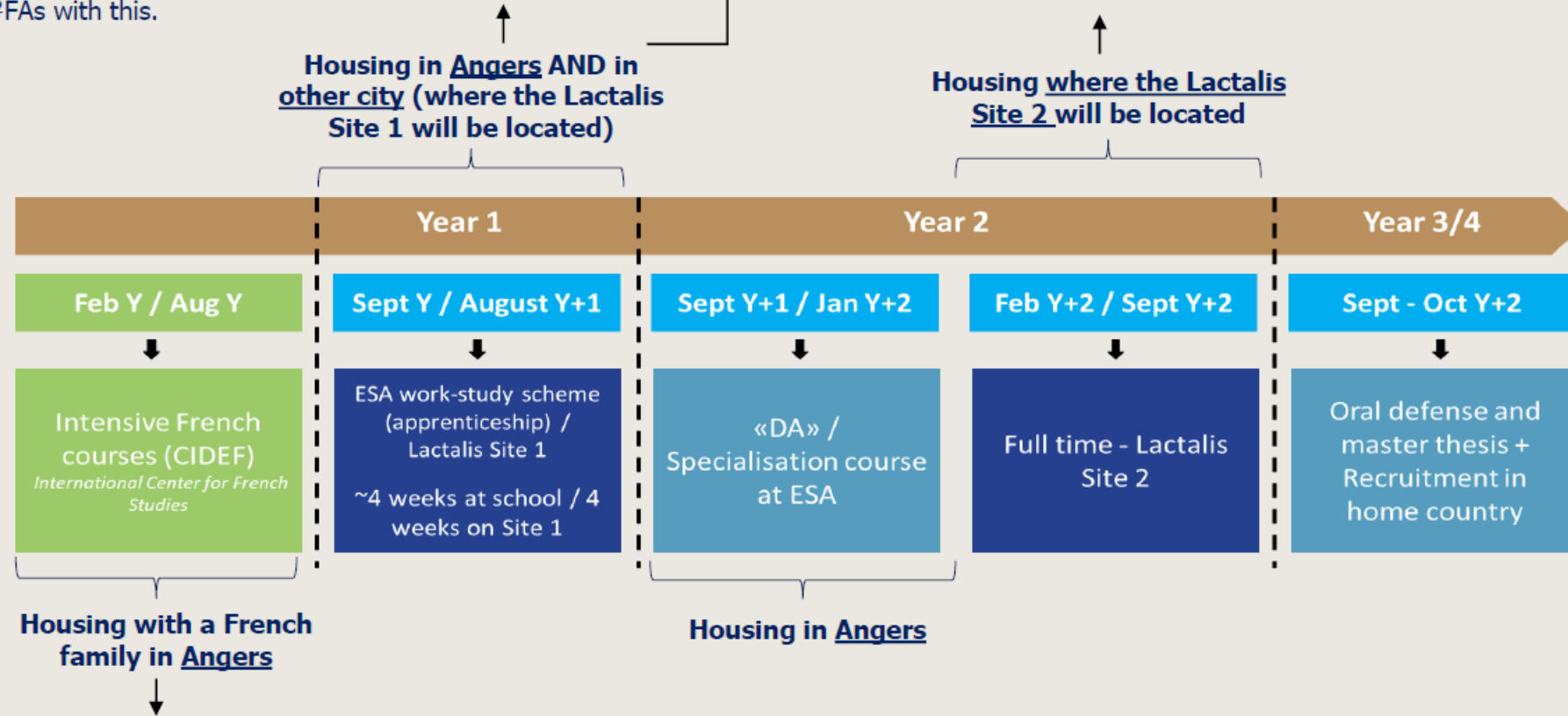
- **Leave for TFI** (Test de Français International) :
  - In order to graduate the I<sup>2</sup>FA need to take a french test and obtain 750 points. A first test is done during the school period and paid by ESA.
  - If the I<sup>2</sup>FA has not succeed, they need to retake the TFI again. The school proposes several dates and apprentices are encouraged to take the exam during school time.
  - If the I<sup>2</sup>FA decides to take the test on another date that corresponds to a company period. **The day will be counted as a Paid Leave for the I<sup>2</sup>FA.**
- **«Rattrapages»:**
  - If the I<sup>2</sup>FA is required to take second-session exams at a date that corresponds to a period where they are in the company, the French law states that we must let apprentices take their exams, even if it's in the 2nd session, **without having to take paid leave.**

# ACCOMODATION DURING I<sup>2</sup>FA PROGRAM



- The I<sup>2</sup>FAs will need to organize themselves financially to support the 1<sup>st</sup> year costs (as they will have 2 accommodations to pay for).
- Students in France have some government aids, the ESA and Local HR in France will support I<sup>2</sup>FAs with this.

- Local HRs to support I<sup>2</sup>FAs in accommodation / logistical matters. Give them tips about where to look for accommodations, recommended neighborhoods, transportation, ....



- ESA will support I<sup>2</sup>FAs finding accommodation when they arrive in France and during their time at school.
- They are placed with a host family on their arrival in France (to ensure total immersion in French) and for the duration of the CIDEF.
- From June to August, ESA will place the student either with a host family or in other suitable accommodation.
- Students who wish to leave their family and find their own accommodation at the end of August are free to do so. In this case students should anticipate this from June.





- The graduation ceremony for the Master program happens several months after the actual end date of the program (ex. for those ending the program in Sept 2024, the graduation will take place in March 2025).
- It is a special moment for the I<sup>2</sup>FAs, however, Lactalis does not cover the costs for them to comeback to France for the ceremony (they already have a lot of other benefits as part of the program).
  - If the I<sup>2</sup>FA wants to attend they will be responsible financially to cover for the costs (transportation / accommodation / meals / visa fees...) and they will need to ask to home country for paid leave / paid time off.
- If need be, Lactalis can support by providing invitation letters for visa purposes.



*Celebrating our 20th anniversary!*