

UNIVERSITÉ DE TECHNOLOGIE DE COMPIÈGNE

UTC



**BLUEPRINT FOR
SUSTAINABLE DEVELOPMENT
AND SOCIAL AND
ENVIRONMENTAL RESPONSIBILITY
2024-2028**



donnons un sens à l'innovation



UTC ENGAGÉE!

**TRANSITION
ÉCOLOGIQUE ET
ENGAGEMENT
SOCIÉTAL**



A WORD FROM THE DIRECTOR

UTC aspires to play an important role in achieving a just ecological transition, based on strong societal commitment.

We believe that science and technology are essential to achieve this, provided that the societal and environmental implications of innovations are integrated from their conception. To do this, we adapt a systemic and transdisciplinary approach that allows us to grasp the complexity of contemporary issues and to propose sustainable, responsible and equitable solutions.

This is why sustainable development and social and environmental responsibility (SD&SER) are a cross-cutting focus, at the heart of all our institution's missions: research, training, innovation, student life, social policy, campus life and environmental impact reduction. Each evolution and strategic choice is considered through this essential prism.

In 2022, we initiated the formalisation of our (SD&SER) strategy through a broad consultation of students and staff, around six key themes: training, research and innovation, communication and dissemination of knowledge, mobility, real estate asset management and administrative management. Following this consultation, 35 priority actions were approved by vote of the UTC community and validated by our Board of Directors, marking a first step towards a blueprint in sustainable development and social and environmental responsibility.

In March 2023, after a mobilisation of all our bodies on this subject, the UTC signed the Grenoble Agreement, committing to 133 measures aligned with our ecological transition and societal commitment (ET&SC) objectives. In June 2023, we created a dedicated ET&SC department, tasked with working across the board with all stakeholders, to encourage new practices and a better understanding of the issues.

In March 2024, the Board of Directors voted to create a Committee for Ecological Transition and Societal Commitment (CETSC), whose mission is to evaluate our achievements in TE&ES, and to formulate recommendations and guidelines for the future.

In terms of social responsibility, our policy has been anchored for a long time, through various master plans and action plans: the disability master plan, the gender equality plan, the HR support system, as well as the master plan for student life.

The UTC Sustainable Development and Social and Environmental Responsibility Master Plan (2024-2028) represents a new step in our structuring and transformation process. It is consistent with the UTC 2035 Roadmap, our research strategy and our international strategy. This scheme is based on our local partnerships (Agglomeration of the Compiègne Region), regional (Rev3), national (Sorbonne University Alliance, UT group), and international (notably with the SUNRISE alliance « Smaller Universities Network for Regional Innovative and Sustainable Evolution » of which UTC is a founding member).

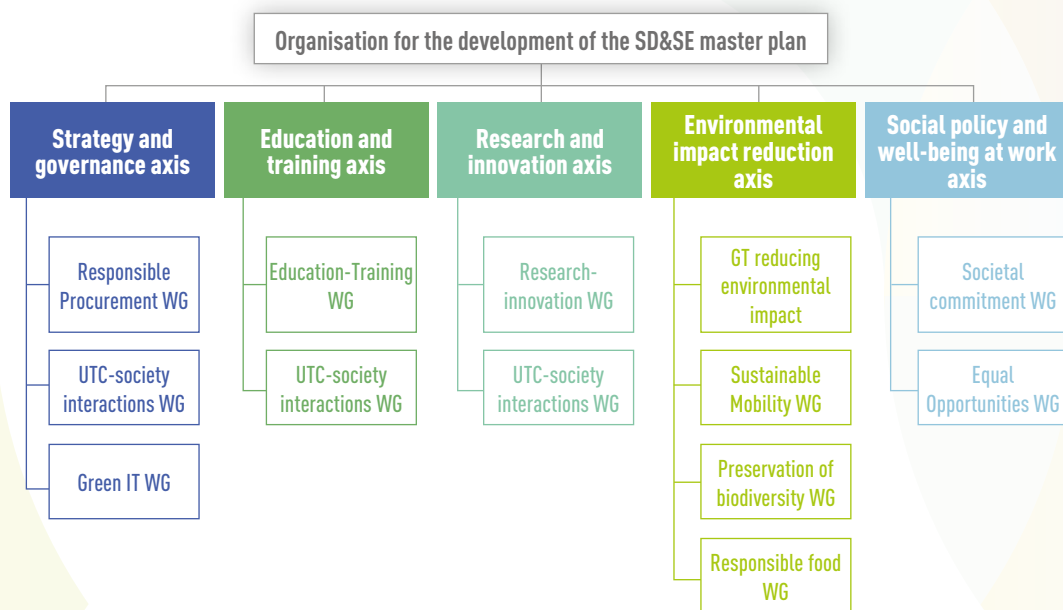
Its ambition is to align our current actions and project a transformation of our activities in the medium term, by anchoring itself in the existing organisation of the UTC, with realism and ambition. This master plan also prepares us for a future application for the SD&SR label.

This is why its development is the result of a co-construction that has mobilised the UTC community and its stakeholders very strongly over a short, intense and very rich period. I would like to thank all those who participated in its development.

Together, we have the capacity to build a committed and resilient UTC, ready to meet the challenges of the ecological and societal transition by combining innovation, responsibility and solidarity for a sustainable future.

METHODOLOGY FOR THE DEVELOPMENT OF THE SD&SER MASTER PLAN

The development of the SD&SER master plan was led by the UTC management and the ET&SC management according to a collective approach including internal and external stakeholders. To this end, 11 working groups (WGs) were established in February 2024. They set out the 5 axes recommended by the Ministry of Higher Education and Research (MHER) to adapt them to the organisation of the UTC:



For the themes "education-training", "research-innovation" and "institution-society interactions", 3 teacher-researchers were assigned over 4 years. They are responsible, with the support of the TE&ES Directorate, for the development of the SD&SER master plan and the monitoring of its implementation. For the other WGs, representatives were appointed by the directorates of the entities concerned (7 people) to perform the co-animation and follow-up functions.

A specification specific to each GT has been drawn up by the ET&SC management on the basis of the establishment strategy and also includes a set of data to be taken into account (SD&SR label reference framework, SPE circular, HCERES reference framework, R&O CTI, measures adopted by the UTC in the Grenoble agreement, existing master plans, sobriety plan, etc.). In particular, the SD&SR label framework has played a structuring role with a view to applying for the SD&SR label.

The task of the WGs was to establish a detailed diagnosis of the current situation within their scope and to propose objectives, indicators and deliverables as well as macro-planning elements over 4 years. They were open to all internal stakeholders (students and staff) of the institution and, depending on the topics discussed, external stakeholders were invited.

Two major periods punctuated the construction of SD&SER master plan in 2024. From February to July, the groups worked to produce the bricks of a first version of SD&SER master plan. It was then brought into line by the ET&SC management in July and August.

This first version was then proposed for opinion and advice to the authorities (Scientific Council and Council of Studies and University Life) in September and submitted to the Ecological Transition and Societal Commitment Committee in October and to the Social Administration Committee in November. The comments were taken into account to develop a second version that was proposed to the Board of Directors for voting in December 2024.

In total, the process involved approximately 120 people (5 to 20 people per WG) and approximately 150 hours of meetings (between 5 and 9 two-hour meetings per group). The method chosen is intended to be anchored in the organisation in order to create the conditions for real ownership that will facilitate the implementation of SD&SER master plan and the desired transformation of the institution.

STRUCTURE OF THE UTC SD&CSR

AXIS 1 STRATEGY AND GOVERNANCE **7**

- 1.1. Formalise the SD&ESR strategy and integrate it into the management of the institution
- 1.2. Mobilising the human, technical and financial resources needed to deploy SD&SER master plan
- 1.3. Contribute, at the territorial level, with all stakeholders (internal and external) to the development and deployment of responsible development that reconciles the economic, societal and environmental dimensions.

AXIS 2 EDUCATION AND TRAINING **19**

- 2.1. Integrating SD&SER issues into the initial training offer at all levels of graduation
- 2.2. Integrating SD&SER issues into the provision of continuing education at all levels of graduation
- 2.3. Fostering and supporting the development of SD&SER skills for all staff involved in training, research and support
- 2.4. Fostering the development of a knowledge-based society that respects the principles of SD&SER

AXIS 3 RESEARCH AND INNOVATION **31**

- 3.1. Integrating sustainable development and social responsibility into the institution's research and innovation strategy
- 3.2. Developing science and society interactions and expertise in support of public and private socio-economic actors
- 3.3. Promoting and promoting an ethical reflection and ethical support system for the exercise of societal responsibility for research and innovation

AXIS 4 REDUCING ENVIRONMENTAL IMPACT **47**

- 4.1. Setting operational targets for decarbonisation of all activities and energy efficiency for real estate
- 4.2. Develop a policy to prevent and reduce environmental damage (including pollution)
- 4.3. Developing a policy for biodiversity and the preservation of life
- 4.4. Promoting responsible food that is accessible to as many people as possible across the entire value chain from field to fork
- 4.5. Promoting responsible digital technology

AXIS 5 SOCIAL POLICY AND QUALITY OF LIFE AT WORK **65**

- 5.1. Strengthen a human resources policy that promotes equality and diversity among staff
 - 5.2. Promote and support the development of skills, including DD&CSR skills, in the evolution of all professional activities
 - 5.3. Develop a policy on quality of life in the institution
 - 5.4. Taking into account the needs of students, in the diversity of their training, in order to improve the quality of their reception and services provided on campuses and to implement a policy of equal opportunities and taking into account the diversity of audiences for people undergoing training
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AXIS 1

STRATEGY AND GOVERNANCE

The UTC's SD&SER strategy has been structured since 2022 and the SD&SER master plan 2024-2028 is the culmination of this process. The implementation of this Master Plan will be monitored monthly by the ET&SC Directorate reporting to the UTC Directorate. Biannual monitoring will be carried out by the ET&SC Committee, both qualitative and quantitative (performance indicators).

Human and financial resources will continue to be allocated to enable the actions to be carried out properly. In line with this, particular attention will be paid to responsible procurement. The responsible communication approach will be improved while remaining integrated into the institution's communication policy. Outreach to the UTC community will continue. An external evaluation of the strategy is also planned via an application for the SD&SR label.

The institution's ambition is to contribute, as a university of technology, to meet the challenges of SD&SER through contributions related to its specificities in research and teaching at the territorial, national and international levels.

1.1 FORMALISE THE SD&ESR STRATEGY AND INTEGRATE IT INTO THE MANAGEMENT OF THE INSTITUTION

Action 1.1.1

Define its strategy and develop a blueprint covering all dimensions of SD&SER

In 2022, the UTC began a process of co-building its SD&SER strategy through a consultation of its entire community, which resulted in a first list of 35 priority actions. To amplify this approach and cover all dimensions of SD&SER, the construction of a SD&SER master plan was launched in February 2024. It is based on the institution's roadmap (2025-2035). It involves 11 working groups and about 120 people. This document submitted to the Board in December 2024 will structure the approach for the period 2024-2028.



ACHIEVEMENT

February 2024-July 2024: development of a first version of the SD&SER master plan (2024-2028)

- From February to July 2024, 11 working groups are developing this version

September 2024-November 2024: consultation of the authorities

- The Scientific Council, the Council for Studies and University Life and the Ecological Transition and Societal Commitment Committee are consulted
- The working groups incorporate the comments of the bodies and the ET&SC Committee

December 2024

- The second version is submitted to the Board of Directors for a vote in December 2024.

January 2025-February 2025: development of the action plan

- The SD&SER master plan is translated into an action plan and a steering tool is developed

March 2025-December 2028

- SD&SER master plan implementation, monitoring and continuous improvement

BENEFICIARIES

The UTC community and its external stakeholders

EXPECTED RESULTS

The approach adopted aims to transform the establishment in all its dimensions to meet the challenges of ET&SC by involving the entire UTC community

PILOT AND PARTICIPANTS

Driver: UTC Direction
Participants: TEES, stakeholders

INDICATORS AND DELIVERABLES

- % of stakeholders involved in building SD&SER master plan
- ✓ SD&SER master plan
- ✓ SD&SER master plan Action Plan

PLANNING *

A24	S25	A25	S26	
A26	S27	A27	S28	A28

1.1 FORMALISE THE SD&ESR STRATEGY AND INTEGRATE IT INTO THE MANAGEMENT OF THE INSTITUTION

Action 1.1.2

Integrate the approach with all the entities of the institution

From the first phase of construction of the institution's SD&SER approach, a co-construction approach was chosen. This method is used for the construction of the SD&SER master plan. The 11 working groups are divided into different areas of activity. And for each working group, the entity management that corresponds to the perimeter of the group designates a representative who co-hosts the group with the DTEES. This person will then be in charge of managing the implementation of the SD&SER master plan for its perimeter. In this way, the actions listed in the SD&SER master plan are decided jointly. The approach deployed is collaborative and integrated into the current organisation to facilitate real ownership.



ACHIEVEMENT

February 2024

- The functional departments and supports appoint the persons representing them for the co-animation of the working groups

February 2024-November 2024

- The persons representing the entities co-lead the construction of the SD&SER master plan for their perimeter. They participate in the drafting of the first and second version of the action sheets

January 2025- February 2025

- The persons representing the entities have developed the SD&SER master plan into an action plan, for their scope, with the support of the DTEES

February 2025- December 2028

- The persons representing the entities lead the implementation of the action plan for their perimeter with the support of the DTEES and report twice a year

BENEFICIARIES

The UTC community and its external stakeholders

EXPECTED RESULTS

The method of co-construction and implementation of the SD&SER master plan allows its real ownership by all the entities of the institution. SD&SER master plan actions are held as an integral part of the activity

PILOT AND PARTICIPANTS

Driver: UTC Direction
Participants: DTEES, all functional directions and support

INDICATORS AND DELIVERABLES

- Number of functional departments and support with actions to be carried out in the SD&SER master plan action plan
- % of SD&SER master plan objectives in the establishment strategy
- ✓ Functional organisation chart of the SD&SER approach
- ✓ SD&CSR Action Plan Implementation Tracking Document

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



1.1 FORMALISE THE SD&ESR STRATEGY AND INTEGRATE IT INTO THE MANAGEMENT OF THE INSTITUTION

Action 1.1.3

Establish a responsible purchasing policy

A working group on « responsible procurement » began thinking in 2022 about the need to implement a responsible procurement policy. At the instigation of the persons in charge of the public procurement division, clauses are included (8% of contracts include a DD clause and 1 an RS clause). Some areas of procurement are already exemplary (maintenance of green spaces, DPL sites). However, purchases account for 30% of UTC's GHG emissions and various avenues for improvement have been identified. They should be structured by formalising and implementing a responsible purchasing policy.



ACHIEVEMENT

September 2024- June 2025, formalisation of the responsible purchasing policy:

- Establishment of a working group
- Training of key stakeholders in the procurement process
- Drafting of the purchasing policy
- Formalisation and submission to the authorities

July 2025-December 2028, design and implementation of a support system:

- Design of charters and practical guides
- Design and implementation of awareness-raising and training activities
- Design of a service monitoring system
- Animation and accompaniment
- Evaluation and continuous improvement

BENEFICIARIES

UTC, its current and future providers

EXPECTED RESULTS

- Develop the consideration of responsible procurement issues for internal and external stakeholders
- Improve practices and help reduce the environmental impact of the establishment

PILOT AND PARTICIPANTS

Driver: DGS

Participants: DAF, DTEES, DPL, DR, DFP, DPAC

INDICATORS AND DELIVERABLES

- % of contracts including a SD or CSR clause
- % of contracts including SD or CSR criteria for a value of at least 30%
- % of prescribers sensitised or trained
- ✓ Procurement policy including a SD&SER component
- ✓ Operational documents declining it (charters, guides)

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

1.1 FORMALISE THE SD&ESR STRATEGY AND INTEGRATE IT INTO THE MANAGEMENT OF THE INSTITUTION

Action 1.1.4

Implement a responsible communication approach and communicate SD&SER actions to all stakeholders

The usual internal and external communication methods (e-mail, weekly newsletter, in-person general meetings, social networks, institutional site, Interactions magazine, etc.) are used to publicise the SD&SER approach and the various initiatives within its scope. However, it is possible to observe that these usual channels encounter limitations (information overload, partially achieved targets, underperformance) and raise ethical questions (misleading design of certain social networks, protection of personal data, ecological impact, etc.). The action consists in developing a responsible communication policy, compatible with the values of the UTC and whose implementation will allow effective information both internally and externally.

ACHIEVEMENT

January 2025-March 2025

- Include a SD&SER component in the UTC communication plan
- Realisation of a state of the art to select the elements to be integrated in a responsible communication guide

April 2025-July 2025

- Formalisation of a responsible communication guide
- Implementation of the SD&SER component of the UTC communication plan

September 2025-December 2028

- Communication Plan Updates, Evaluations and Continuous Improvement

BENEFICIARIES

The UTC community and its external stakeholders.

EXPECTED RESULTS

The responsible communication approach, in line with the institution's values, allows effective communication with internal and external stakeholders. It highlights the actions taken and contributes to strengthening the commitment to the SD&SER approach.

PILOT AND PARTICIPANTS

Pilot: Communication Directorate
Participants: UTC Directorate, DTEES.

INDICATORS AND DELIVERABLES

- % of people reporting having had access to internal communication actions (data collected in the annual barometer)
- ✓ Performance report on the SD&SER approach (activity report)
- ✓ Responsible Communication Guide
- ✓ Communication Plan

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

1.2. MOBILISING THE HUMAN, TECHNICAL AND FINANCIAL RESOURCES NEEDED TO DEPLOY SD&SER MASTER PLAN

Action 1.2.1

Pursue the institutional anchoring of the SD&SER approach

In March 2023, the UTC Board of Directors voted to create a new functional directorate, the Ecological Transition and Societal Engagement Directorate. This very transversal management represents the establishment with external stakeholders on the scope of SD&SER, drives new actions (internal as partners), advises and accompanies the entities of UTC for the implementation of the SD&SER approach. It coordinates the co-construction of the SD&SER master plan which structures these different dimensions and will animate its realisation. As a functional director, she is part of the management team and is invited to all instances. It relies on internal networks (referents and project managers). It has its own budget. The conditions for a strong institutional anchor are therefore met. The action consists in sustaining them, in particular by strengthening the human resources allocated to the DTEES in order to increase the possibilities of facilitating the approach.

ACHIEVEMENT

Strengthen the internal anchoring of the SD&SER approach

- Strengthen internal and external communication (Action 1.1.4) to increase stakeholder engagement
- Ensure the transfer of skills to the entities concerned to anchor CSR&D at the heart of the business lines

Find Resources

- Specify the required dedicated resources and formalise them in the Medium Performance Objective (COMP) contract
- Targeting specific resources for time-limited actions (AMI responses)
- Target, in partnership with the UTC Foundation for Innovation, actions that can benefit from sponsorship

Strengthen dedicated resources

- Recruit and train temporary and permanent staff dedicated to the DTEES

BENEFICIARIES

All internal and external stakeholders

EXPECTED RESULTS

The activity of the DTEES and its place in the organisation must allow a transformation such that in the medium term DD&CSR is integrated as a « normal » dimension of each of the institution's business lines

PILOT AND PARTICIPANTS

Driver: UTC Direction
Participants: DAF, DGS.

INDICATORS AND DELIVERABLES

- Number of posts and missions: full-time equivalents allocated to the ETSD
- DD&CSR Allocated Budget/Establishment Budget
- ✓ Functional diagram of the TE&ES UTC approach
- ✓ Budget allocated to the ETSD
- ✓ Composition of the TEES

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

1.2. MOBILISING THE HUMAN, TECHNICAL AND FINANCIAL RESOURCES NEEDED TO DEPLOY SD&SER MASTER PLAN

Action 1.2.2

Evaluate, analyse the performance of the DD&CSR approach

In March 2023, the UTC signed the Grenoble Agreement by committing to 133 of the measures contained therein. The institution has thus initiated an external evaluation of its SD&SER approach. In addition, the method used to build the 2024-2028 SD&SER master plan is based on the SD&SR label reference framework, one of the objectives being to prepare an application for the SD&SR label in the coming years.

The aim is to continue this process by carrying out a self-diagnosis with the tool available on the PERSEE platform (SD&SR label) and then to prepare and submit the application file.



ACHIEVEMENT

October 2024-November 2024

- Self-diagnosis on the PERSEE platform

January 2025-February 2025 : development of the action plan

- Development of the SD&SER master plan action plan, prioritisation of actions based on self-diagnosis

February 2025-October 2025

- Constitution of the application file for the SD&SR label, submission of the application

October 2025-December 2028

- Internal performance monitoring using the SD&SER master plan dashboard, annual self-diagnosis updates on PERSEE, progressive improvements, continuous preparation for the renewal of the DD&SR label

BENEFICIARIES

All UTC stakeholders (internal and external)

EXPECTED RESULTS

The UTC's SD&SER approach is based on a continuous improvement approach on the 5 axes of the SD&SER master plan. This progress is evaluated by an external entity

PILOT AND PARTICIPANTS

Driver: DPAC
Participants: UTC Directorate, DTEES, DGS

INDICATORS AND DELIVERABLES

- External evaluation (SD&SR label...)
- ✓ SD&SER master plan Dashboard
- ✓ Self-assessment report on PERSEE and external evaluation of the approach (SD&SR label)

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



1.3. CONTRIBUTE, AT THE TERRITORIAL LEVEL, WITH ALL STAKEHOLDERS (INTERNAL AND EXTERNAL) TO THE DEVELOPMENT AND DEPLOYMENT OF RESPONSIBLE DEVELOPMENT THAT RECONCILES THE ECONOMIC, SOCIETAL AND ENVIRONMENTAL DIMENSIONS

Action 1.3.1

Raising awareness to facilitate community engagement in the SD&SER process

Since 2020, the institution has been offering awareness-raising activities for its students and staff (frescoes, back to school climate, scientific conferences, etc.). These actions are now institutionalised (dedicated section in the training plan, see sheets 5.2.1 and 5.2.2) and basic training for all new students entering UTC (since September 2023, see sheet action 2.2.1). However, these actions deserve to be continued and amplified, particularly for staff. It is therefore a question of measuring the level of awareness in order to implement new actions that will make it possible to improve it, in particular by diversifying the themes addressed (all the SDGs) and the modalities adapted to reach the different audiences.

ACHIEVEMENT

Evaluate the level of acculturation of different audiences

- A survey will make it possible to draw up an inventory of knowledge and satisfaction as well as expectations and needs.
- Formalisation of an awareness-raising action plan including innovative actions

Establish new communication channels and promote initiatives

- Development of a dedicated page that centralises DD&CSR events
- Showcase initiatives with SD&SR labelling to inspire new proposals.

Implement an awareness action plan

- Experiment with new themes and formats, evaluate and improve the action plan

BENEFICIARIES

The UTC community

EXPECTED RESULTS

Awareness-raising actions are known and appreciated by their targets. They contribute to the appropriation of SD&SER issues and to the transformation of practices.

PILOT AND PARTICIPANTS

Driver: DTEES
Participants: UTC Directorate, DirCom, volunteers

INDICATORS AND DELIVERABLES

- Assessment of the SD&SER acculturation level (implementation of an internal questionnaire)
- Number of awareness-raising actions by target audience
- ✓ SD&SER master plan Barometer (survey report)
- ✓ Awareness Action Plan

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

1.3. CONTRIBUTE, AT THE TERRITORIAL LEVEL, WITH ALL STAKEHOLDERS (INTERNAL AND EXTERNAL) TO THE DEVELOPMENT AND DEPLOYMENT OF RESPONSIBLE DEVELOPMENT THAT RECONCILES THE ECONOMIC, SOCIETAL AND ENVIRONMENTAL DIMENSIONS

Action 1.3.2

Get involved in networks of national and international actors to co-build a responsible society

UTC is involved in many national networks in the field of DD&CSR. Its director is, for example, vice-president of the Commission for Ecological and Societal Transition of the CDEFI. The UTC participates in many other commissions and working groups (France University, VP-Trees, CIRSES, CTES, Inter-tutelage WG, ...). It is also involved through its research and teaching activities in numerous international networks, including, for example, the SUN-RISE European University Alliance or the three Erasmus Mundus Masters courses related to sustainability. The UTC is thus very committed both nationally and internationally. It is now a question of mapping these different commitments in order to structure and amplify them.



ACHIEVEMENT

Carry out a mapping

- Identify the number of national and international networks in which the institution is involved but also its role (member, founding member, etc.), specify the duration of mandates and estimate the number of staff involved
- Develop a positioning diagnosis (thematic, geographical balance, etc.)

Develop an engagement action plan

- Identify and select new networks to invest
- Experiment with new internal communication modalities to encourage UTC members to engage

BENEFICIARIES

All UTC stakeholders

EXPECTED RESULTS

Share knowledge and know-how at different scales to contribute to the evolution of knowledge and behaviour in order to foster the emergence of a responsible society

PILOT AND PARTICIPANTS

Driver: UTC Direction
Participants: DTEES, DR, DFP, DRI, EC

INDICATORS AND DELIVERABLES

- Number of national networks in which the institution is involved
- Number of international networks in which the institution is involved
- Number of national or international network governance involving an institution representative
- ✓ Mapping of networks in which UTC is involved

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



1.3. CONTRIBUTE, AT THE TERRITORIAL LEVEL, WITH ALL STAKEHOLDERS (INTERNAL AND EXTERNAL) TO THE DEVELOPMENT AND DEPLOYMENT OF RESPONSIBLE DEVELOPMENT THAT RECONCILES THE ECONOMIC, SOCIETAL AND ENVIRONMENTAL DIMENSIONS

Action 1.3.3

Acting in its territories to contribute to the transformations facilitating SD&SER

Meeting the challenges of SD&SER involves engaging in a partnership dynamic at the local level. The UTC has a strong foothold in the agglomeration of the Compiègne region, the Oise department and the Hauts de France region. For example, student associations are a very active link between the University and the city (« United for the City », « Equal Sciences », etc.). The Chair « Social openness and innovation » is also part of this approach (see fact sheet 5.4.1). Many research projects also contribute to this dynamic. Finally, UTC participates in the Region’s Rev3 network, whose objective is to place Hauts-de-France in a proactive transition with a decarbonised environment objective by 2030-2050. It is now a question of mapping these initiatives more precisely from the point of view of their SD&SER impact in order to better structure them and amplify the contributions of the UTC.



ACHIEVEMENT

Mapping of actions and partnerships

- Categorise current actions using the SDG method
- Map current local stakeholders and those that can be targeted for future action

Develop an amplification action plan

- Exchange with stakeholders to bring out new actions
- Involve the CTEES to explore new avenues
- Prioritise according to the resources available

BENEFICIARIES

ARC, Oise department, Hauts-de-France region and all local stakeholders.

EXPECTED RESULTS

A mapping, consultation and structuring approach will amplify the impact of the UTC’s SD&SER commitment on its territories

PILOT AND PARTICIPANTS

Driver: UTC direction
Participants: DTEES, internal and external (local) stakeholders.

INDICATORS AND DELIVERABLES

- Number of cross-cutting SD&SER projects per year within the territory
- ✓ Mapping of SD&SER actions within the territory
- ✓ Amplification Action Plan

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

ACRONYMS AND ABBREVIATIONS - AXIS 1

AMI	Call for expressions of interest
ARC	Agglomeration of the Compiègne region
CDEFI	Conference of directors of French engineering schools
CEVU	Council for Studies and University Life
CIRCES	Collective for the integration of social responsibility and sustainable development in higher education
COMP	Contract for objectives, means and performance
CS	Scientific advice
CTEES	Advice on ecological transition and societal commitment
DAF	Financial Affairs Directorate
SD	Sustainable development
SD&SR	Sustainable development and social responsibility
SD&SER	Sustainable development and social and environmental responsibility
DFP	Sirection for training and pedagogy
DG	Services Directorate-General
DirCom	Communication Directorate
DTEES	Direction to ecological transition and societal engagement
DPAC	Directorate of Pilotage and Continuous Improvement
DPL	Directorate of Heritage and Logistics
DR	Research direction
DRI	International Relations Directorate
DTEES	Leadership in ecological transition and societal engagement
EC	Teacher-researchers
GHGs	Greenhouse gases
SDGs	Sustainable Development Goals
PERSEES	Platform for assessing the social responsibility of higher education institutions
SR	Social responsibility
SD&SER master plan	Master plan for sustainable development and social and environmental responsibility
TE&ES	Ecological transition and societal commitment
UTC	Université de technologie de Compiègne
VP-Trees	National association of vice-presidents and mission officers in charge of the ecological and societal transition of universities



AXIS 2

EDUCATION AND TRAINING

The UTC has initiated a significant transformation of its education and training offering. For example, all new students undergo basic training.

The aim is to continue the transformation of the educational model into initial training. It is also a question of designing and experimenting with a sustainable continuing education offer in engineering.

In order to achieve this, the existing systems for training staff in connection with education will be enriched, particularly in the disciplinary field.

The follow-up of the transformed courses as well as the positive impact initiatives taken by the students will allow them to validate the SD&SER skills necessary for their graduation.

Particular attention will also be paid to the amplification of the mechanisms designed to disseminate knowledge to society, making it possible to grasp the challenges of DD&CSR.

The aim of Axis 2 is to continue transforming the education and training offer, by supporting all stakeholders, to develop the knowledge and skills needed for a society conducive to SD&SER.

2.1. INTEGRATING SD&SER ISSUES INTO THE INITIAL TRAINING OFFER AT ALL LEVELS OF GRADUATION

Action 2.1.1

Continue to integrate SD&CSR issues into initial training programmes

The competency-based approach has defined a set of transversal competencies, which each student must validate, on DD&CSR. In addition, there is a set of teachings (or elements included in teachings) that partially develop these skills. It is now necessary to rely on this reference framework and to deploy a precise mapping method to identify, adapt and evolve training courses. To do this, a support structure will be deployed. Its role will be to analyse the contents with the persons in charge of teaching, to study the possibilities of evolution. This work will be carried out using a pooling approach with our various partners (ASU, UT Group, Alliance of European Universities SUNRISE, etc.).

ACHIEVEMENT

September 2024-December 2024 : experimentation of mapping methods

- Planning of dedicated days to define a cross-tabulation of SDG/UV targets
- Studies on a panel of lessons
- Positioning upstream by teachers (UV description) and downstream (evaluation) by students

December 2024-March 2025 : mapping of the existing offer at two levels

- Identification of the level of contribution of UV to DD&CSR skills
- Identifying the contribution of lessons learned to the SDGs

March 2025-July 2025 : identification and prioritisation of the elements to be transformed

- Organisation of exchange time with partners (UT Group, ASU, Alliance of European Universities SUNRISE ...)
- Analysis of training offers in the teaching councils of the departments
- Identification of the elements to be transformed or created and prioritisation

July 2025-December 2028 : implementation of support

- Creation of a support cell
- Experiments
- Continuous support for teachers

BENEFICIARIES

The UTC community

EXPECTED RESULTS

- Make the DD&CSR training offer more readable and visible, in line with the SDG targets
- Develop and co-build sustainable DD&CSR skills
- Support teachers to develop and strengthen contributions related to both SD and CSR

PILOT AND PARTICIPANTS

Driver: DFP, departments

Participants: DTEES, support cell, educational managers, UV managers, CEVU

INDICATORS AND DELIVERABLES

- Number of courses labelled SD&SRE by category and level
- Number of lessons related to the DD&CSR Skills Block
- Number of teachers involved in DD&CSR
- ✓ Complete DD&CSR mapping of the training offer
- ✓ Accompanying cell roadmap
- ✓ Analysis report and recommendations for changes

PLANNING *

A24	S25	A25	S26	
A26	S27	A27	S28	A28

2.1. INTEGRATING SD&SER ISSUES INTO THE INITIAL TRAINING OFFER AT ALL LEVELS OF GRADUATION

Action 2.1.2

Strengthen the pedagogical modalities for the implementation of CSD&R knowledge and skills

The DD&CSR aspects present increasingly important issues for organisations. They are addressed according to different pedagogical modalities in the UTC training courses, some of which already allow an implementation. It is important to reinforce this dimension by more systematic confrontation during the professional situations that mark the course. To this end, it is proposed to strengthen the DD&CSR component in project-based educational activities and case studies (see fact sheet 2.1.1). It will also include a section dedicated to SD&CSR in the reports and defences of internships (or apprenticeship periods). In addition, participation in competitions involving implementation will be encouraged.



ACHIEVEMENT

Design, experimentation and development of a reflective framework that students will include in their internship and learning period reports

- Identification of criteria and formalisation of instructions
- Experimental deployment
- Evaluation and continuous improvement

Definition of a procedure for identifying external DD&CSR competitions with issues compatible with UTC commitments

- Preparation of a guide with analysis grid and acceptability criteria

Mapping of external competitions at the UTC with a proven SD&CSR component in relation to the UTC's commitments

- Development of a first list of competitions for students
- Study of the modalities of continuous updating of this list
- Accompaniment of students

BENEFICIARIES

Internal and external UTC stakeholders

EXPECTED RESULTS

All students will be confronted with the implementation of DD&CSR issues in a professional situation and will have demonstrated a reflexive capacity on this subject

PILOT AND PARTICIPANTS

Driver: DFP

Participants: DTEES, ED, FC, UTC Foundation for Innovation

INDICATORS AND DELIVERABLES

- % of students who have experienced the application of DD&CSR knowledge and skills
- % of entries in competitions related to CSR&D issues
- ✓ Guidelines for reflective feedback on DD&CSR issues in internship reports
- ✓ Competition Selection Guide
- ✓ Catalogue of external competitions

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



2.2. INTEGRATING SD&SER ISSUES INTO THE PROVISION OF CONTINUING EDUCATION AT ALL LEVELS OF GRADUATION

Action 2.2.1

Integrating SD&CSR into continuing education programmes

UTC Continuing Education includes a preparatory cycle (to integrate the engineering curriculum), short courses and a VAE coaching programme. The current offer contains little content to develop DD&CSR skills.

It is therefore a question of building on the existing block of skills in the initial training framework in order to study more precisely the needs of the socio-economic world and to evolve the offer, in a logic of partnerships, to meet them.



ACHIEVEMENT

September 2024-March 2025 : needs studies

- Analysis of the existing offer of short courses and their DD&CSR positioning
- DD&CSR mapping of the continuing education offer (using the method used in FI, see sheet 2.1.1)
- Investigation and monitoring of the regulatory needs and constraints of professionals in relation to DD&CSR issues in line with the actions carried out within the framework of the GOAL@SU (ASU) project

March 2025-July 2025 : definition of the offer of training dedicated to DD&CSR issues, in relation to the reference block of initial training

- Study of the adaptation of the existing IF UV format to the offer of short courses and VAE support
- Study and experimentation of the opening of APIs to the FC public
- Identification and analysis of the need to develop formats adapted to the constraints of professionals (face-to-face, remote, MOOC) in a logic of partnerships (GOAL@SU project)

July 2025-December 2028 : creation and implementation of a joint support unit with the IF including a continuous improvement process (see fact sheet 2.1.1)

BENEFICIARIES

- The actors of the socio-economic world
- Students in continuing education and candidates for an e-bike

EXPECTED RESULTS

- Offer an offer dedicated to DD&CSR issues specific or integrated into existing short courses
- As part of an e-bike, be able to guarantee an internal training offer (by following a UV FI or an FC module)
- To be identified as a centre for continuous training in the field of DD&CSR for engineering

PILOT AND PARTICIPANTS

Driver: DFP (FC)

Participants: DTEES, DPSEE, teaching staff, partners (ASU...)

INDICATORS AND DELIVERABLES

- Number of short training modules integrating DD&CSR issues
- ✓ Complete DD&CSR mapping of the training offer (see fact sheet 2.1.1)
- ✓ Accompanying cell roadmap (see sheet 2.1.1)

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

2.3. FOSTERING AND SUPPORTING THE DEVELOPMENT OF SD&SER SKILLS FOR ALL STAFF INVOLVED IN TRAINING, RESEARCH AND SUPPORT

Action 2.3.1

Train and support teachers and teaching teams to facilitate the integration of SD&CSR into training curricula

The UTC offers a range of DD&CSR training to all its staff, including teachers. These courses are included in its training plan in a dedicated section (see fact sheet 5.2.2). The school also provides a framework and encourages the training of teaching staff, with training times and occasional discharges for renovation or creation of teachings. Pedagogical Project Leave (PPC) is one of the proposed tools. The aim is to develop this training offer, particularly on the disciplinary component. This will be complemented by increased support (see fact sheet 2.1.1).



ACHIEVEMENT

Evolution of the general training offer

- Delineate core competences (including CSR) and seek incentives to ensure that all teaching staff acquire them
- Identify existing generic resources (sharing with partners) and offer new training

Establishment of disciplinary training:

- Analyse training needs
- Identify existing training and resources (learned societies, disciplinary networks of teacher-researchers...)
- Experiment with innovative methods (involvement of students)
- Implement and evaluate training

Strengthening the support system

- Increase peer-to-peer (including external) exchange times on SD&CSR issues
- Explore new modalities (e.g. the DD&CSR challenge method)
- Create a group of resource persons (see sheet 2.1.1) to offer targeted support

BENEFICIARIES

- The UTC teaching staff and its partners on these topics
- Students

EXPECTED RESULTS

- Enabling teachers to fully understand the challenges of DD&CSR transitions by training and supporting them
- Provide a framework for internal and external interdisciplinary exchanges
- Enhance the commitment of the people involved in the animation of training and support actions

PILOT AND PARTICIPANTS

Driver: DFP

Participants: HRD, DTEES, teaching staff, students, partners

INDICATORS AND DELIVERABLES

- % of teaching staff who participated in the minimum core
- ✓ Formalised training system (offer and operation)
- ✓ Accompanying cell roadmap (see sheet 2.1.1)

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



2.3. FOSTERING AND SUPPORTING THE DEVELOPMENT OF SD&SER SKILLS FOR ALL STAFF INVOLVED IN TRAINING, RESEARCH AND SUPPORT

Action 2.3.2

Train future teachers and PhD students in DD&CSR issues and skills

The UTC is currently offering newcomers a non-mandatory awareness of the issues of global change. The aim is to offer comprehensive training and support to encourage the consideration of SD&CSR in professional practices by promoting exchanges and collaboration between the various stakeholders.



ACHIEVEMENT

Design and deliver a comprehensive awareness and training programme

- Identification of needs, adaptation of existing offer,
- Study of the modalities of pooling with training for other staff
- Internal mobilisation (mission) or external recruitment of trainers
- Implementation and evaluation of training
- Opening of the partial offer to our partners (UT group, ASU, external partners)

Organise time to share experiences with experienced committed teachers

- See sheet 2.3.1

Organise the integration of a DD&CSR component into the doctoral support offer

- Study the possibility of orienting a dedicated thesis prize
- Experimentation of the assistance in the design of thesis topics integrating a DD&CSR component (writing of a thesis chapter dedicated to DD&CSR issues)
- Experimentation of "twin-theses": setting up two theses on the same theme, approached in different (disciplines) but complementary ways.

BENEFICIARIES

New staff involved in teaching and research

EXPECTED RESULTS

- Develop skills necessary for the continuous evolution of the training model and research practices
- Promote staff exchanges around SD&CSR issues related to research practices and contributions
- Equip doctoral students to build a systemic understanding and actions around ecological issues (analytical tools) and develop a critical mind

PILOT AND PARTICIPANTS

Pilot: Doctoral School, HR

Participants: DFP, HRD

INDICATORS AND DELIVERABLES

- % of doctoral students trained
- % of new teachers who have taken the training scheme
- % of people who attended the workshops
- % of theses including a chapter dedicated to DD&CSR positioning
- ✓ Existing training plan in the doctoral training catalogue
- ✓ Part of the training plan dedicated to DD&CSR issues (see fact sheet 5.2.2)

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

2.4. FOSTERING THE DEVELOPMENT OF A KNOWLEDGE-BASED SOCIETY THAT RESPECTS THE PRINCIPLES OF SD&SER

Action 2.4.1

Develop educational systems to provide access to the knowledge required by SD&CSR

The UTC offers training schemes contributing to SD&CSR of different kinds and at different scales. At the national level, various awareness-raising and scientific popularisation events are offered throughout the year. In addition, the UTC piloted the ET-LIOS project "Open Licencing Technology Education for a Competitive and Sustainable Industry of the Future". At the international level, UTC is a member of the SUNRISE (Smaller Universities Network for Regional Innovative and Sustainable Evolution) alliance of European universities, which will enable the co-construction of innovative study programmes. In order to continue the deployment of these actions, it is important to identify them, to perpetuate certain communication vectors and to support staff, students in the proposal of new devices and supports (in particular in line with Guideline 4 of Rev3).

ACHIEVEMENT

Support for the emergence of new projects

- Mapping of valuable content (sub-category of the mapping of lessons, see fact sheet 2.1.1)
- Support for project leaders
- Establishment of partnerships for design (universities, companies, associations, etc.) and dissemination (specific UVED, MOOCs, etc.)

Event organisation experimentation

- Opening of SD&SRE conferences to the general public
- Real-time radio broadcasts (Graf'hit partnership)
- Broadcast via digital communication devices

BENEFICIARIES

Internal and external UTC stakeholders

EXPECTED RESULTS

- Increasing the dissemination of knowledge contributing to SD&CSR
- Improving pedagogical methods to promote learning
- Raise awareness of the importance of knowledge among stakeholders

PILOT AND PARTICIPANTS

Driver: DFP

Participants: DTEES, teachers, students and volunteers, partners

INDICATORS AND DELIVERABLES

- Rate of DD&CSR educational content accessible to external stakeholders
- ✓ Mapping of content that promotes access to knowledge by stakeholders

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

2.4. FOSTERING THE DEVELOPMENT OF A KNOWLEDGE-BASED SOCIETY THAT RESPECTS THE PRINCIPLES OF SD&SER

Action 2.4.2

Continue co-development of international programmes and projects contributing to SD&CSR

UTC is actively engaged in international co-development. Examples include the Erasmus Mundus Joint Master's (MCEM) EPOG+ (Economic Policies for Global Transition), the implementation of a study approach for relevant programmes in sub-Saharan Africa (Franco-Senegalese campus, ISTA in the Democratic Republic of Congo, Agostinho Neto University in Angola), the implementation of teaching dedicated to international openness (intersemester pedagogical activities on interculturality, UV "management of international projects", summer schools, etc.). This ambitious international strategy recently led to the SUNRISE alliance project « Smaller Universities Network for Regional Innovative and Sustainable Evolution » as a founding member. This project proposes to unite the strengths of the different partners and their respective regions to address the triple ecological, digital and societal transition. In order to maintain and develop these established networks, it is now necessary to facilitate the involvement of UTC students and staff in these actions.

ACHIEVEMENT

Implementation of new schemes, for example:

- Organisation of a summer school on biomedical maintenance with ISTA Kinshasa to help set up educational programmes around photovoltaics.
- Co-design of master's programmes in Angola

Implementation of the SUNRISE project

- Co-design of programmes and content
- Co-animation of training
- Cross-training of staff

BENEFICIARIES

UTC and its international partners

EXPECTED RESULTS

- Sharing knowledge and skills to co-create solutions to the challenges posed by the environmental transition through a systemic approach
- Promote initiatives to minimise the impacts of international travel

PILOT AND PARTICIPANTS

Driver: DRI

Participants: DFP, DTEES, faculty, students and volunteers, international partners

INDICATORS AND DELIVERABLES

- % of international projects with co-development objectives
- ✓ List of international projects with co-development objectives

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

2.4. FOSTERING THE DEVELOPMENT OF A KNOWLEDGE-BASED SOCIETY THAT RESPECTS THE PRINCIPLES OF SD&SER

Action 2.4.3

Support and recognise student initiatives in the implementation of DD&CSR projects

Students have many initiatives directly or indirectly related to the issues of SD&SRE, particularly in an associative setting. These initiatives help to evolve practices towards a more sustainable society while allowing them to acquire new knowledge and skills and share them with internal and external stakeholders. Means of recognising this involvement already exist. It is proposed to strengthen them by focussing on the CSR&D dimension and by proposing additional support and financial support arrangements.

ACHIEVEMENT

Design and experimentation of an incentive, support and identification system for initiatives

- Identification and promotion of existing projects with a CSD character
- Formalisation of the criteria for awarding specific financial support (UTC Foundation, FSDIE, etc.)
- Study of the feasibility of establishing specific budgets and facilitating access to existing workspaces (workshop TN04, fablab, ...).
- Analysis of the appropriateness of integration into the graduating valorisation modalities (skills and portfolio, ...)
- Study of facilitation modalities for students with a very strong involvement (elite course)

Design and implementation of a communication plan around the device

- Proposal of different promotion modalities to make projects visible (events, sites, etc.)

Implementation of the actions foreseen in the EVDS

- EVDS: ambition 3.1 : Goal 25: Recognise commitment in all its forms.



BENEFICIARIES

Internal and external students and UTC stakeholders

EXPECTED RESULTS

- Improve the knowledge of the support systems (financing, articulation of educational activities) and the diversity of the proposed modalities (elite course)
- Increase the number of projects integrating DD&CSR issues and the satisfaction of committed students
- Establish integration consistent with existing recognition procedures (competence approach, extra-university activity)
- Increase the visibility of the institution's commitment (and therefore its attractiveness for candidates)

PILOT AND PARTICIPANTS

Driver: DFP

Participants: DTEES, heads of calls for projects and grant/funding commissions, DirCom, BVE

INDICATORS AND DELIVERABLES

- Number of initiatives supported
- Number of initiatives mapped
- Number of students enrolled in the elite programme
- ✓ Guide for project leaders
- ✓ Communication plan (see sheet 1.1.4)

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

ACRONYMS AND ABBREVIATIONS - AXIS 2

ASU	Sorbonne University Alliance
CEVU	Council for Studies and University Life
SD&SR	Sustainable development and social responsibility
SD&SRE	Sustainable development and social and environmental responsibility
DFP	Direction for training and pedagogy
DirCom	Communication Directorate
DRI	Directorate for International Relations
DTEES	Leadership in ecological transition and societal engagement
ED	Doctoral school
CF	Continuing education
FI	Initial training
FSDIE	Solidarity fund and development of student initiatives
UT Group	Technology Universities Group
ISTA	Higher Institute of Applied Techniques
MOOC	Massive open online course
SDGs	Sustainable Development Goals
SDVE	Master Plan of Student Life
UTC	Université de technologie de Coimpiègne
UV	Unit of value (synonymous with teaching unit)
UVED	Virtual University Environment and Sustainable Development
VAE	Validation of experience







AXIS 3

RESEARCH AND INNOVATION

UTC's research and innovation strategy fully integrates SD&CSR as a cross-cutting component and the ambition of Axis 3 is to deploy it.

Structuring by themes of excellence and transdisciplinary and systemic approaches will allow environmental problems to be tackled from different angles, integrating scientific, technological, social and economic perspectives. It will be deployed at the territorial, national and international levels.

Transfer activities will take into account their DD&CSR impact to foster responsible entrepreneurship and innovation.

An impact assessment approach for research and innovation themes will be conducted, involving methods in ethics.

Particular attention will be paid to involving citizens in these efforts where possible. The mechanisms for opening up and disseminating knowledge to society will be amplified.

The laboratories will also continue to measure their impact by producing BEGES and will put in place charters to reduce their emissions.

3.1. INTEGRATING SUSTAINABLE DEVELOPMENT AND SOCIAL RESPONSIBILITY INTO THE INSTITUTION'S RESEARCH AND INNOVATION STRATEGY

Action 3.1.1

Deploy the SD&CSR component of the institution's research and innovation strategy

The SD&SRE approach is fully in line with the institution's research strategy (voted on by the Board of Directors in March 2024) in order to further develop scientific expertise. It is composed of themes aimed at meeting the challenges posed by DD&CSR: the sustainable development of processes and technologies, health engineering, energy in all its dimensions, systemic approaches at multiple scales (notably for sustainable cities and territories, biotechnologies, etc.) or the contribution of the humanities and social sciences associated with technology to propose a preventive and safe society for people. Research projects are being developed to address this by embedding their proposals in regional (Rev3), national and international strategies and they are embedded in one or more SDGs. At the level of the Sorbonne University Alliance (ASU), the PIA SOUND, positioned on the involvement of the university in society for transition issues and the University Innovation Hub (PUI – ASU) offer two favourable frameworks for transfer to socio-economic actors and local authorities. Specific support for researchers is needed to carry out this strategy.

ACHIEVEMENT

Structuring support for the deployment of the DD&CSR component of the research strategy

- Creation of a SD&SRE « Research and Innovation » steering committee led by the person responsible for the « Research and Innovation » mission and composed of the SD&SRE referent of the Research Directorate, the SD&SRE referents of the research units, and a member of each of the entities concerned

Implementation and continuous improvement

- Communication of the management approach to the personnel of the research units
- Facilitation of the approach and management

BENEFICIARIES

UTC internal and external stakeholders

EXPECTED RESULTS

The management of the strategy and the continuous improvement approach are deployed and make it possible to measure results known and recognised by stakeholders.

PILOT AND PARTICIPANTS

Driver: DR

Participants: DTEES, DD-RS referents of research units, CSTI, DPSEE, DPAC

INDICATORS AND DELIVERABLES

- Number of projects (regional, national and international) responding to PAAs on the subject of transitions
- Number of structuring actions implemented in laboratories
- ✓ Proceedings of the Steering Committee « Research and Innovation » SD&SRE

PLANNING *

A24	S25	A25	S26	
A26	S27	A27	S28	A28

* **Conception** Suivi et amélioration continue

3.1. INTEGRATING SUSTAINABLE DEVELOPMENT AND SOCIAL RESPONSIBILITY INTO THE INSTITUTION'S RESEARCH AND INNOVATION STRATEGY

Action 3.1.2

Support the evolution of research and innovation practices, including inter- and transdisciplinarity, to meet the challenges of SD&CSR

Since 2020, UTC has steadily orientated its research activities to meet the 17 UN Sustainable Development Goals (SDGs). In 2024, a new structuring of research in focused and cross-cutting strategic themes aims to break down research silos and collaborate on more systemic themes, combining sciences for engineers and the humanities and social sciences, in particular to contribute to the ecological and societal transition. This restructuring is consistent with the Rev3 regional dynamic, which encourages multidisciplinary and interdisciplinary research on subjects contributing to the fight against climate impacts. Various initiatives in this direction exist at UTC. This is to be amplified by implementing the institution's research strategy for the SD&CSR component.



ACHIEVEMENT

Implementation of the UTC research strategy for the DD&CSR strand

- Structuring of focused and cross-cutting strategic themes
- Integration of newcomers with an inter-laboratory pathway/reception
- Sharing a calendar of DD&CSR events (thesis defences, seminars, etc.) and calls for projects related to DD&CSR issues
- Creation of spaces for exchanges and organisation of thematic events
- Incentive to respond to inter/transdisciplinary call for projects via support

Continuation of the specific actions of the doctoral school

- Amplification of duo theses (see sheet 2.3.2)

Implementation of the actions foreseen in the HRs4R 2024-2026 action plan

- HRs4R actions: 4



BENEFICIARIES

UTC internal and external stakeholders

EXPECTED RESULTS

- Improved interaction between researchers from multiple disciplines
- Increased participation in inter- and transdisciplinary calls for projects
- Easier and therefore more numerous responses to calls for DD&CSR projects

PILOT AND PARTICIPANTS

Driver: DR

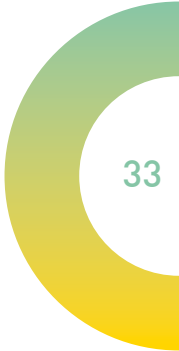
Participants: ED, Laboratory Directors, Team Leaders, EC, PhD students, all staff contributing to the research

INDICATORS AND DELIVERABLES

- Number of « duo » theses funded
- Number of responses to inter- and transdisciplinary calls for projects
- Number of projects supported
- ✓ Description of the implemented organisation

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



3.1. INTEGRATING SUSTAINABLE DEVELOPMENT AND SOCIAL RESPONSIBILITY INTO THE INSTITUTION'S RESEARCH AND INNOVATION STRATEGY

Action 3.1.3

Establish a SD&CSR evaluation of research and innovation themes

Research themes addressing one or more SDGs currently account for about 40% of research conducted at UTC. The research strategy validated in 2024 aims, among other things, to amplify research on ecological and societal transition. To do this, the identification of the DD&CSR impact should be systematised by encouraging researchers and research groups to evaluate it from the emergence and until the closure of a research question or topic.



ACHIEVEMENT

Sharing an evaluation method

- Bring together people from different fields to create spaces for discussion and dialogue on the issue of DD&CSR impacts of research questions/themes
- Organise workshops to develop a guide to good practice in analysing the impacts of research questions

Support for implementation

- Encourage participatory research involving citizens, particularly at local and regional level, in line with guideline No. 4 of the Rev3 roadmap
- Provide resources to learn about impacts
- Support researchers who wish to do so to develop their themes in line with regional (Rev3), national (France 2030) and international (green deal) strategic orientations
- Offer doctoral students and other research staff training in the form of workshops led by expert colleagues

Implementation of the actions foreseen in the HRs4R 2024-2026 action plan

- HRs4R action: 4



BENEFICIARIES

Research personnel

EXPECTED RESULTS

- Have an informed questioning on the impacts of research questions
- Acquire knowledge and appropriate good practices related to the analysis of the impacts of research questions (identification of the SDGs)

PILOT AND PARTICIPANTS

Driver: DR

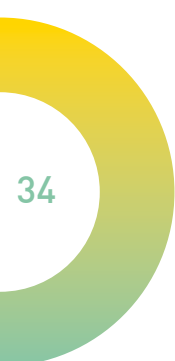
Participants: all staff contributing to the research

INDICATORS AND DELIVERABLES

- Number of workshops
- % of people sensitised
- % thematic issues mapped
- ✓ Method of mapping thematic research questions

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



3.1. INTEGRATING SUSTAINABLE DEVELOPMENT AND SOCIAL RESPONSIBILITY INTO THE INSTITUTION'S RESEARCH AND INNOVATION STRATEGY

Action 3.1.4

Continue to integrate SD&CSR issues into the conduct of research and innovation projects

Each of the UTC laboratories has appointed a SD&SR referent whose one of the missions is to carry out an annual BEGES using the GIS Labo 1point5 tool. Some laboratories have co-built a SD&SRE laboratory charter from this data. A BEGES establishment for the year 2022 also includes a focus on research activities, it includes an associated action plan. And the establishment strategy integrates in a transversal way the DD&CSR. It is now a question of translating these orientations into research and innovation projects.



ACHIEVEMENT

Co-build DD&CSR charters in each laboratory

- Formalise policies to reduce the impacts of SD&CSR: travel, purchasing, digital use, etc

Structuring the support of researchers

- Stabilise a method for assessing the impact of project operations
- Offer regular training
- Information on the European Charter for Researchers
- Organise and promote the pooling and maintenance of equipment
- Encouraging and promoting reasoned mobility (see sheet 4.1.3) and responsible purchasing (see sheet 1.1.3)

Accompany the project setup

- Support the drafting of projects to take into account the impact of DD&CSR and the contribution of research projects to society

Enhance the approach

- Use participatory science and scientific mediation mechanisms to explain the results by involving stakeholders (see fact sheets 3.2)

Implement the actions foreseen in the HRs4R 2024-2026 action plan

- HRs4R action: 4

BENEFICIARIES

UTC internal and external stakeholders

EXPECTED RESULTS

- Evolve research project management practices to reduce their negative impact and increase their positive impact
- Reducing research-related GHG emissions

PILOT AND PARTICIPANTS

Driver: DR

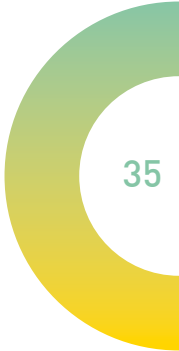
Participants: all staff contributing to the research

INDICATORS AND DELIVERABLES

- % of research projects including an assessment of the consideration of SD&CSR issues
- ✓ List of project-specific CSR&D indicators and objectives
- ✓ Methodology for assessing the impacts of the operation of research projects

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



3.1. INTEGRATING SUSTAINABLE DEVELOPMENT AND SOCIAL RESPONSIBILITY INTO THE INSTITUTION'S RESEARCH AND INNOVATION STRATEGY

Action 3.1.5

Contribute through research and innovation activities to address CSR&D issues at different scales (territorial, national and international)

Action 3.1.3 will allow for a CSR impact assessment of research themes and projects. These impact assessments will contribute to the implementation of the institution's research strategy as they will facilitate the monitoring of its scope on the SD&CSR component. They will highlight how this strategy contributes to the objectives set by territorial, national and international policies and in particular the SDGs that aim to « eradicate poverty, protect the planet and ensure prosperity for all ». The development of partnership activities with socio-economic partners or that of entrepreneurship resulting from research will be a major objective for the establishment. It will concern both the regional scale (guidelines 1 and 3 of Rev3) and national and international, through the action of the UTC in the university innovation hub of the Sorbonne University Alliance (PUI ASU) positioned on transitions.

ACHIEVEMENT

Systematisation of the characterisation of the SDGs to which research and innovation activities contribute:

- Design and implement training
- Identify the SDGs that are part of the scope of action of research and innovation projects through thematic workshops and support research personnel
- Map the SDGs by project by integrating them into a project database tool filled in by project managers and used by the RD for steering

Valuing the contribution of UTC to the SDGs

- Identify inspiring pilot projects to facilitate discussion on societal issues and enable transposition to current and future projects (see fact sheets 3.2)

Implement the actions foreseen in the HRs4R 2024-2026 action plan

- HRs4R action: 4



BENEFICIARIES

UTC internal and external stakeholders

EXPECTED RESULTS

- Improve the ownership of the SDGs by project stakeholders in order to better understand societal issues
- Provide collective reflection and possible evolutions for future projects to increase the relevance of responses to societal challenges
- Develop dynamic mapping highlighting the contributions of UTC

PILOT AND PARTICIPANTS

Driver: DR

Participants: all staff contributing to the research

INDICATORS AND DELIVERABLES

- % of projects marked SDGs on all projects
- ✓ Project collection platform integrating the SDGs
- ✓ SDG mapping of projects and themes

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

3.2. DEVELOPING SCIENCE AND SOCIETY INTERACTIONS AND EXPERTISE IN SUPPORT OF PUBLIC AND PRIVATE SOCIO-ECONOMIC ACTORS

Action 3.2.1

Strengthening the participation of social actors in UTC research activities

Research conducted at UTC, including technological research, is conducive to interactions with society. UTC has set up various experiences shared with the public through physical or digital platforms up to the Living Lab. For example, technological platforms (charging electric vehicles, simulating crisis management situations, tactile devices for blind and partially sighted people, etc.) involve users' participation in their design, evaluation by experimentation of their relevance and performance, and then their use in real-life situations. However, participatory sciences deserve to be further developed, particularly to meet the challenges of SD&CSR.



ACHIEVEMENT

Establishment of training in participatory sciences

- Design of a training for doctoral students and experimentation
- Opening of this training to research personnel

Strengthening partnerships for participatory science

- Promotion of ASU resources (SOUND project in particular)
- Implementation of new projects under the SOUND project

Development of new mechanisms on DD&CSR themes

- Example of biodiversity (see sheets 4.3.1 and 4.3.2)
- Example of the fight against disinformation in democracy (AMI SHS response in progress)

BENEFICIARIES

All UTC stakeholders

EXPECTED RESULTS

- Continue to cultivate a relationship of trust between science and society and involve the general public in the management of transitions
- Bringing out innovative research methods to support transitions (social, cultural, environmental, health)

PILOT AND PARTICIPANTS

Driver: DR

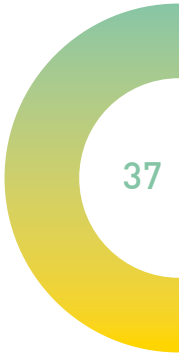
Participants: Unit directors, research staff, administrative and technical staff and students, external stakeholders (associations, companies, local authorities, etc.)

INDICATORS AND DELIVERABLES

- Number of people trained in participatory science
- % of participatory science publications
- ✓ List of research projects involving actors in society

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



3.2. DEVELOPING SCIENCE AND SOCIETY INTERACTIONS AND EXPERTISE IN SUPPORT OF PUBLIC AND PRIVATE SOCIO-ECONOMIC ACTORS

Action 3.2.2

Continue and strengthen the interactions between research, innovation and education and training

UTC's pedagogy is conducive to interactions between research-innovation and education-training. Teachings are mostly provided by female researchers (94.6% of scientific and technical courses). Educational formats linking research and teaching are offered every semester to students. For example, the "laboratory work" allows them to address research issues, to learn the methodology and the learning of the associated tools. Project workshops are also offered to students in partnership with companies and local authorities (urban transformation, sustainable mechanical design, hackathons in sober digital computing, for example). It is a question of continuing and amplifying these essential mechanisms to meet the challenges of DD&CSR.

ACHIEVEMENT

Strengthen laboratory opening mechanisms

- Continue the event « les nocturnes de la recherche »
- Communicate on the possibility of carrying out internships in laboratories
- Offer the opportunity to visit laboratories during internship defences
- Explore the possibility of student and apprenticeship jobs in laboratories

Strengthen communication on educational formats related to research

- Carry out a survey
- Adjust the communication modalities

Develop new mechanisms on DD&CSR themes within the framework of partnerships

- Explore the possibility of setting up activities within the framework of the ITE and the Institute for Global Health (in the process of being created) of the ASU

BENEFICIARIES

Internal and external stakeholders

EXPECTED RESULTS

Strengthen the interactions between research-innovation and education-training to increase students' participation in research-innovation and feed into research themes to meet societal expectations raised by students, particularly those related to SD&CSR

PILOT AND PARTICIPANTS

Driver: DR and DFP
Participants: staff, students

INDICATORS AND DELIVERABLES

- % of students who participated in research activities related to SD&CSR
- ✓ Mapping of educational activities related to research (included in the mapping of DD&CSR lessons, see fact sheet 2.1.2)

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

3.2. DEVELOPING SCIENCE AND SOCIETY INTERACTIONS AND EXPERTISE IN SUPPORT OF PUBLIC AND PRIVATE SOCIO-ECONOMIC ACTORS

Action 3.2.3

Pursue responsible research transfer activities, entrepreneurship and innovation development

The university has a key role in disseminating research results in order to foster innovation and responsible socio-economic developments. The UTC, through its many research and innovation projects, is known for its ability to create partnerships with the industrial sector, thus facilitating technology transfer. These projects take various forms: collaboration contracts, creation of joint laboratories, CIFRE theses, engineering services, etc. In addition, in 2018, it created the UTC Foundation for Innovation, with the aim of mobilising partners around a mutual collaboration approach. It also hosts ITerra, an incubator and regional accelerator of start-ups dedicated to the bioeconomy, agricultural innovation and promoting a sustainable and connected territory. She has also joined the ASU University Innovation Hub (PUI ASU), whose objective is to develop partnership and entrepreneurship actions with a positive impact. Finally, it is part of the Rev3 regional strategy to contribute to local economic development on the same theme. To coordinate these activities, an Entrepreneurship Hub and a Business Steering Committee were set up in 2023. The aim is to continue these efforts by highlighting their SD&CSR component.



ACHIEVEMENT

Formalisation of a partnership and transfer strategy that takes into account DD&CSR issues

- Competitive intelligence
- Collective Writing

Implementation of steering tools on the UTC project management platform:

- Training of stakeholders
- Identification of projects related to SD&CSR
- Project mapping

Continued and strengthened dissemination of research results to the socio-economic world:

- Increased UTC Alumni network mobilisation

BENEFICIARIES

UTC stakeholders, internal and external

EXPECTED RESULTS

Integrate CSR&D more strongly into the research valorisation strategy to increase the contribution of these activities to the challenges of transitions

PILOT AND PARTICIPANTS

Driver: DR, DPSEE

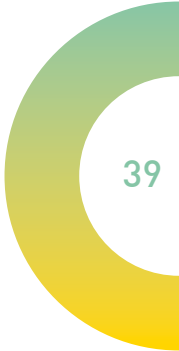
Participants: DTEES, staff involved, students and external stakeholders

INDICATORS AND DELIVERABLES

- % of recovery activities meeting one or more SDGs
- ✓ DD&CSR component of the partnership and transfer strategy

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



3.2. DEVELOPING SCIENCE AND SOCIETY INTERACTIONS AND EXPERTISE IN SUPPORT OF PUBLIC AND PRIVATE SOCIO-ECONOMIC ACTORS

Action 3.2.4

Enhance the dissemination of science and technology to the general public

UTC plays an active role in the dissemination of science and technology. For example, it participates in the SOUND Project (Sorbonne University for a New Deal, 2022-2032) in order to better share the knowledge and expertise of UTC with society. It disseminates its results via various channels (social networks, online videos, Interactions magazine, etc.). The UTC also participates in the public debate and organises various events. For example, the ROBERVAL Prize (since 1986) is the only international competition open to the public that rewards works that explain technology in French. Scientific dissemination also targets school children. The UTC proposes, the village of the Fête de la science the most important in size of Hauts-de-France. In addition, the UTC supports students to share their knowledge and skills with the public through associative projects, internships, etc. Finally, PhD students share their research results in a popularised way (« my thesis in 180 seconds »). It is a question of continuing and expanding these various activities, particularly at local level, in order to reach new audiences.



ACHIEVEMENT

Implement training in inclusive mediation (children, vulnerable public, etc.)

- Specify specific needs
- Develop and organise training
- Facilitate training for staff, students and students

Complete the communication system, particularly for new audiences in the local ecosystem

- Organisation of local events around the competition « My thesis in 180 seconds »
- Establishment of a « public prize » during the Guy Deniérou thesis prize
- Opening of a « science festival » branch in downtown Compiègne
- Establishment of a shared communication panel between UTC and RCAF
- Recording of internal conferences at UTC for a live broadcast on Graf'Hit

BENEFICIARIES

UTC stakeholders, internal and external

EXPECTED RESULTS

- Provide greater visibility on research and innovation results at UTC
- Contribute to making science and technology more accessible by strengthening UTC-consumer interactions

PILOT AND PARTICIPANTS

Driver: DR, CSTI pole

Participants: DTEES, staff involved, students and external stakeholders

INDICATORS AND DELIVERABLES

- Number of public events on R&I, DD&CSR themes
- Attendance of events
- Number of staff and students trained in scientific mediation
- ✓ Dissemination component of the research and innovation strategy

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



3.2. DEVELOPING SCIENCE AND SOCIETY INTERACTIONS AND EXPERTISE IN SUPPORT OF PUBLIC AND PRIVATE SOCIO-ECONOMIC ACTORS

Action 3.2.5 Assist in public policy decision-making

The UTC is very committed to the Hauts-de-France region, as evidenced by its active participation in the design of the smart specialisation strategy in 2019, the regional master plan for higher education, research and innovation (SRESRI 2022-2028) and various strategic and steering committees, such as DAS Santé Nutrition. At the national level, the UTC is present with the Ministry of Agriculture and Food Sovereignty and the Agricultural Social Mutuality for the co-development of regulations and assistance in the identification of solutions for the improvement of the safety of agro-equipment. However, the UTC has not yet set up a quantitative measurement system for the actions taken. The aim is to structure and amplify activities aimed at supporting public authorities in decision-making.



ACHIEVEMENT

Facilitate the participation of teacher-researchers in the schemes:

- Set up a facilitating framework (financial support, teaching discharge, etc.)
- Valuing internal skills and relaying needs to identify new contributors

Implement a specific scheme at local level

- Organise events allowing the meeting of the different actors (for example, expertise with the ARC for the use of urban planning data)
- Intensify meetings between UTC bodies and local stakeholders (city of Compiègne and ARC) to discuss common issues

Implement the actions foreseen in the HRs4R 2024-2026 action plan

- HRs4R action: 5



BENEFICIARIES

The local ecosystem, the ARC, the Hauts-de-France region, the State

EXPECTED RESULTS

- Improve understanding of socio-economic and environmental issues through expertise provided by UTC
- Undertake a broad and informed consultation on certain complex topics to foster innovation
- Building synergy among stakeholders to respond to the triple transition

PILOT AND PARTICIPANTS

Driver: DR

Participants: DTEES, staff involved and external stakeholders

INDICATORS AND DELIVERABLES

- Number of participations in support schemes at the three levels (territorial, national, international)
- Number of staff involved in supporting public authorities
- ✓ Research and innovation strategy decision support component

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



3.3. PROMOTING AND PROMOTING AN ETHICAL REFLECTION AND ETHICAL SUPPORT SYSTEM FOR THE EXERCISE OF SOCIETAL RESPONSIBILITY FOR RESEARCH AND INNOVATION

Action 3.3.1

Strengthen the ethical reflection framework to help guide research and innovation in favour of SD&CSR

In 2017, France set up a French Office for Scientific Integrity (OFIS) attached to HCERES to address the issue of integrity and ethics in research activities. As a result, the UTC set up a reflection on scientific integrity and ethics and appointed a scientific integrity and ethics referent. Doctoral students are supported and trained during their doctoral training. In addition, the reinforcement of these actions is included in the institution's HRs4R 2024-2026 action plan. However, the issues related to SD&CSR call for new questions about the aims of research and innovation activities. The UTC therefore wishes to supplement this system by developing ethical reflection.

ACHIEVEMENT

Strengthening the integrity and ethics framework

- Establish seminars for prevention and awareness of scientific integrity for all research personnel

Structuring of the ethical reflection system

- Create spaces for ethical reflection managed by PhD students and permanent staff involved
- Train PhD students and referent PhD students
- Complete the ethics training offer

Implementation and animation

- Animate the spaces of reflection
- Accompany people with projects
- Mobilise students enrolled in the ethics course to develop an ethical reflection on real topics proposed by researchers
- Experiment with the introduction of a chapter on ethical reflection in thesis manuscripts

Implementation of the actions foreseen in the HRs4R 2024-2026 action plan

- HRs4R shares: 1,2,3,4



BENEFICIARIES

All UTC research staff

EXPECTED RESULTS

Provide research staff with the tools and resources to conduct ethical reflection on their activities

PILOT AND PARTICIPANTS

Driver: DR

Participants: referents and ethical referents, ED, all staff contributing to the research

INDICATORS AND DELIVERABLES

- Number of seminars and exchange spaces organised
- Number of PhD students and reference staff
- Number of « ethical » topics addressed by students
- ✓ Charter of Integrity and Ethics
- ✓ Description of the ethical reflection mechanism

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



3.3. PROMOTING AND PROMOTING AN ETHICAL REFLECTION AND ETHICAL SUPPORT SYSTEM FOR THE EXERCISE OF SOCIETAL RESPONSIBILITY FOR RESEARCH AND INNOVATION

Action 3.3.2

Pursue the policy of openness and dissemination of knowledge and scientific data

Since 2017, the UTC has been implementing actions to facilitate free access to publications. It rolled out the HAL-UTC portal in 2018. This portal is organised around collections by research unit and sub-collections by team. A focal point has been appointed to raise awareness, inform and advise the entire scientific community. Awareness-raising activities were carried out in 2019 and 2020 to support researchers in the submission of publications. In 2020, the UTC adopted the Sorbonne University Charter on Open Access to Publications and an adoption note was drafted for all UTC research staff. A MOOC is also available to doctoral students and researchers. These actions need to be continued and strengthened, in particular to help facilitate research and innovation for SD&CSR.

ACHIEVEMENT

Creating a Data Warehous

- Choosing and structuring a tool
- Development of an operating charter (including consideration of the impact of storage) and training of users
- Experimentation then continuous improvement
- Valorisation

Signing of the DORA Charter from the San Francisco Declaration on Research Evaluation

- Implementation and monitoring

Opportunity study to join the European Coalition for Advancing Research Assessment (COARA)

- Join the « French national chapter » (exchange space)
- Submit a report to the SC for decision

Implementation of the actions foreseen in the HRs4R 2024-2026 action plan

- HRs4R action: 5



BENEFICIARIES

UTC internal and external stakeholders

EXPECTED RESULTS

To provide all UTC stakeholders with the scientific knowledge and data resulting from the research and innovation work of the institution

PILOT AND PARTICIPANTS

Pilot: DR, open science referent
Participants: all staff contributing to the research

INDICATORS AND DELIVERABLES

- % of publications referenced on HAL
- % of R&I projects feeding open data warehouses
- ✓ Document describing the policy of openness and dissemination of knowledge and scientific data
- ✓ Implementation Tracking Tool

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



ACRONYMS AND ABBREVIATIONS - AXIS 3

ARC	Agglomeration of the Compiègne region
ASU	Sorbonne University Alliance
BGES	Greenhouse gas emissions balance
CIFRE	Industrial convention for training through research
STIC	Scientific, technical and industrial cultures
COARA	Coalition for advancing research assessment
DAS	Strategic area of activity
SD&SR	Sustainable development and social responsibility
SD&SRE	Sustainable development and social and environmental responsibility
DFP	Direction for training and pedagogy
DORA	Declaration on research assessment
DPSEE	Directorate for Socio-economic Partnerships and Entrepreneurship
DR	Research direction
DTEES	Leadership in ecological transition and societal engagement
EC	Teacher-researcher
ED	Doctoral school
GHGs	Greenhouse gases
GIS	Scientific interest group
HAL	HyperArticles Online
HCERES	High Council for Research Evaluation and Higher Education
HRS4R	Human resources strategy for researchers
ITE	Institute for Environmental Transition
MOOC	Massive open online course
SDGs	Sustainable Development Goals
OFIS	French Office for Scientific Integrity
United Nations	United Nations
R&I	Research and innovation
SRESRI	Regional Master Plan for Higher Education, Research and Innovation
SOUND	Sorbonne University for a new deal
UTC	Université de technologie de Compiègne







AXIS 4

REDUCING ENVIRONMENTAL IMPACT

ction plan resulting from the BEGES 2024 as well as that of the 2022 sobriety plan in progress. This means continuing efforts to improve the real estate portfolio, monitor energy consumption and water resources.

The UTC community will also be strongly involved in transforming its practices, in particular through the establishment of a network of eco-gesture ambassadors.

A decarbonised mobility plan will be formalised and implemented.

A permanent group dedicated to the preservation of biodiversity will be set up to carry out a comprehensive inventory, raise awareness internally and externally and carry out new actions.

A forum for consultation with partners whose CROUS will be set up to progress towards an increasingly responsible diet.

New actions to promote a sober and responsible use of digital technology will be tested, including training for stakeholders.

The ambition is to continue the transformation of the campus by supporting its users.

4.1. SETTING OPERATIONAL TARGETS FOR DECARBONISATION OF ALL ACTIVITIES AND ENERGY EFFICIENCY FOR REAL ESTATE

Action 4.1.1

Evolving practices to reduce the facility's greenhouse gas emissions

In 2014, the UTC began a partial assessment of its greenhouse gas emissions (using supervised student work). In 2022, it takes stock of its greenhouse gas emissions (on direct and indirect energy-related emissions and for data for 2019). In 2024, a complete balance sheet is produced (on the 7 emission items: energy, excluding energy, travel of people, freight, inputs, fixed assets, waste) on the 2022 data.

The GHG emissions balance (BEGES) is now used as a steering tool to enable the development of an action plan covering all the institution's activities and involving the entire community. It will be revised annually to achieve a 5% reduction per year in line with the national low-carbon strategy.



ACHIEVEMENT

September 2024-February 2025

- Presentation of the simplified results of the BEGES 2022 to the UTC community
- Implementation of a data collection method to enable near-automation

March 2025-July 2025

- Implementation of the action plan resulting from the BEGES (2024 for 2022)
- Data collection and calculation of the BEGES 2023
- Adjustments to the action plan

September 2025-February 2026

- Update of the action plan

March 2026-December 2028

- Updates, steering and animation to achieve the 5% GHG reduction target per year

Implementation of the actions foreseen in 2022 sobriety plan, actions: all (updated 2024)

BENEFICIARIES

UTC internal and external stakeholders

EXPECTED RESULTS

Involvement of the UTC community to achieve an effective reduction of GHG emissions of 5% per year

PILOT AND PARTICIPANTS

Driver: DPAC, DTEES
Participants: DPL, SHS, DAF, UTeam, UTC Foundation for Innovation, DR

INDICATORS AND DELIVERABLES

- Quantity of GHGs, in eqCO2 per site or overall, as well as per users (staff, students)
- Reduction of GHG emissions in CO2 eq by nature (energy, travel, waste, etc.)
- ✓ BEGES (annual update)
- ✓ Action Plan updated annually

PLANNING *

A24	S25	A25	S26	
A26	S27	A27	S28	A28



4.1. SETTING OPERATIONAL TARGETS FOR DECARBONISATION OF ALL ACTIVITIES AND ENERGY EFFICIENCY FOR REAL ESTATE

Action 4.1.2

Continue to improve the UTC's real estate assets by reconciling environmental and societal requirements with the needs and expectations of users

The UTC manages a 71,525 m² heritage spread over 2 campuses 3 km apart. Two-thirds of the building, built in the 1970s, is ageing and is protected as historic monuments (a brutal architectural trend), which makes it difficult to adapt to current regulatory requirements. Many diagnostic, management and renovation actions integrating environmental and societal requirements are nevertheless conducted by the Heritage and Logistics Department. They are carried out in close interaction with users, including students. A multi-annual investment plan and the response to calls for expressions of interest support these transformations (in line with Guideline 3 of Rev3 Guideline 1). This strategy should be updated (drafting of a SPSI 2025-2030), based in particular on the master plans to which it must provide responses: the EVDS (2024-2028) and the SD&CSR (2024-2028).

ACHIEVEMENT

Evolution of management methods

- Systematically integrate energy performance, control and energy management into operations
- Integrate the AMU (Assistance to User Control) to accompany users in their reflection and then the use of rehabilitated premises,
- Optimise surfaces by promoting multiple uses in one place

Continuation of operations initiated or finalised by 2028, for example

- BUTC (University Library)
- Magellan and Minibar (dining areas)
- New workspaces (Wing O of H)
- Rehabilitation studies of the research centre

Implementation of the actions foreseen in

2022 sobriety plan, actions: 9-28 (updated 2024)

BENEFICIARIES

UTC internal and external stakeholders

EXPECTED RESULTS

The management of real estate assets must allow both a reduction in GHG emissions, a reduction in energy consumption while meeting the needs of users

PILOT AND PARTICIPANTS

Driver: DPL

Participants: DGS, DTEES, DAF, users

INDICATORS AND DELIVERABLES

- Wealth classification (energy performance, GHG)
- Share of specifications incorporating environmental and social criteria
- Number of operations performed with an AMU and/or energy performance
- Achievement of the rate of 16m²/resident in projects
- ✓ Multi-Year Real Estate Strategy (SPSI) 2025-2030

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

4.1. SETTING OPERATIONAL TARGETS FOR DECARBONISATION OF ALL ACTIVITIES AND ENERGY EFFICIENCY FOR REAL ESTATE

Action 4.1.3

Implement a decarbonised mobility plan in consultation with the UTC community

Travel (business, home-UTC, etc.) over short or long distances has a strong environmental impact. They account for a quarter of UTC greenhouse gas emissions (24% in 2022). People should be encouraged to make greater use of soft mobility or alternatives to the most carbon-intensive modes of transport (in line with Axis 4 of Rev3 Guideline 1). This requires addressing the specificities of the travel contexts (home-UTC or professional) and the audiences concerned (staff and students).

ACHIEVEMENT

Encouraging alternative mobility for commuting

- Conduct a survey to better identify practices and barriers.
- Study and propose solutions to encourage carpooling (platforms, parking areas, etc.)

Encourage and facilitate soft inter-campus mobility

- Design a soft mobility plan led by a project manager recruited for this purpose.
- Deploy adapted solutions and promote them to users.
- Organise events to facilitate their appropriation

Encouraging mobility alternatives to flying for business travel

- Study the clauses to be integrated into the travel agency market to encourage users (systematic proposals, first class by train)
- Encourage laboratories to incorporate rules into their SD&SR charter

Implementation of the actions foreseen in 2022 sobriety plan, actions: 39-40 (updated 2024)

BENEFICIARIES

UTC Community

EXPECTED RESULTS

Changing travel practices will reduce GHG emissions and improve quality of life on campus

PILOT AND PARTICIPANTS

Driver: DGS

Participants: DPL, DTEES, DGS, DR, dirCom, DRI, DFP, users

INDICATORS AND DELIVERABLES

- % of staff and students using public or soft transport
- % of UTC fleet renewal and % of UTC fleet consumption reduction
- ✓ List of incentives to use soft, alternative or public transport
- ✓ Establishment Travel Plan (EDP)

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

4.1. SETTING OPERATIONAL TARGETS FOR DECARBONISATION OF ALL ACTIVITIES AND ENERGY EFFICIENCY FOR REAL ESTATE

Action 4.1.4

Implement an energy reduction plan that involves the UTC community

The sobriety plan adopted at the end of 2022 constitutes a first step towards the end of 2024 [-10% compared to 2019 consumption] towards achieving the more ambitious objectives of the Eco-Tertiary Energy Decree (EET -40% of energy consumption in 2030 compared to 2018-2019). Tangible results have already been observed with a marked decrease in energy consumption in kWh since 2018 (-20% in gross terms). While building insulation work is essential to achieve good energy performance, the characteristics of the UTC heritage are subject to constraints (sheet 4.1.3) and other levers for managing energy consumption should be implemented. It is therefore necessary to conduct studies on the use of buildings, to continue the installation of devices for controlling and controlling consumption while strengthening the mobilisation of users.

ACHIEVEMENT

January 2025–July 2025

- Conducting a new energy audit
- Installation of so-called smart sensors (electrical consumption)
- Continuation of the installation of heating metres on the rest of the park
- Raising awareness among users

July 2025–December 2025

- In-depth investigations into the occupation of premises
- Recruitment of an energy manager

January 2026–January 2027

- Analysis of collected data
- Working together with users to define actions
- Experimentation of a management method based on tests and surveys

February 2027–December 2028

- Deployment of the management method to all premises and continuous improvement

Implementation of the actions foreseen in 2022 sobriety plan, actions: all (updated 2024)

BENEFICIARIES

Internal and external stakeholders

EXPECTED RESULTS

The reduction of UTC energy consumption will be in line with the expectations of the tertiary decree and other national objectives while being compatible with the needs of users

PILOT AND PARTICIPANTS

Driver: DPL
Participants: DGS, DTEES, DR and laboratories, DPAC, HSS

INDICATORS AND DELIVERABLES

- Number of buildings equipped with an energy metre
- Number of instrumented buildings (smart metre) in the long term and punctual monitoring carried out
- Total final energy consumption kWhEF/m²/year, by building
- Level of reduction in fossil energy consumption achieved (see EET)
- ✓ Energy monitoring dashboards (tertiary decree objectives)
- ✓ Action Plan

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

4.1. SETTING OPERATIONAL TARGETS FOR DECARBONISATION OF ALL ACTIVITIES AND ENERGY EFFICIENCY FOR REAL ESTATE

Action 4.1.5

Improving the management of water resources to promote their conservation

The water consumed at UTC comes from on-site drilling and for some buildings in the city's network. Consumption is intended for research activities, teaching and common uses (sanitary, convivial spaces). They are measured by several metres, each of which groups together several buildings. In addition, the UTC has a plumber and a maintenance contract to carry out all the work on its sites. Better management of the resource requires more accurate measurement of consumption, particularly that of the laboratories which are the most important, in order to develop action plans involving users.



ACHIEVEMENT

January 2025-July 2025

- Development of a dashboard with currently available indicators
- Technical studies for the installation of sub-metres in each building
- Surveys to find out about water-using activities
- The DDRS referents of the laboratories are sensitised
- The laboratories include in their charter the optimisation and reduction of water consumption

September 2025-February 2026

- Diagnosis of the water network (possible leak detections)
- Beginning of installation of metres per building
- Development of an action plan to reduce consumption (technical solutions and changes in usage)

March 2026-December 2028

- Continued installation of metres per building
- Implementation and monitoring of the action plan
- Data monitoring and continuous improvement

BENEFICIARIES

UTC internal and external stakeholders

EXPECTED RESULTS

Better management of water consumption based on both technical solutions and changing practices.

PILOT AND PARTICIPANTS

Driver: DPL
Participants: DTEES, DGS, laboratory SD&SR referents, users

INDICATORS AND DELIVERABLES

- Water consumption in m3/year, by building and by type of use
- Change in consumption in m3 over a given period at equivalent perimeter by type of use and by building
- ✓ Dashboard
- ✓ Water circulation pattern
- ✓ Action Plan

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

4.2 DEVELOP A POLICY TO PREVENT AND REDUCE ENVIRONMENTAL DAMAGE (INCLUDING POLLUTION)

Action 4.2.1

Supporting the evolution towards responsible waste sorting practices on a daily basis

The UTC carries out a sorting of routine waste in accordance with the collection, sorting and recycling system of the Agglomeration of the Compiègne Region. This practice can be improved in everyday gestures as well as gestures allowing the reduction of energy consumption (sheet 4.1.4) and water consumption (sheet 4.1.5). An on-site composting system must also enable the recovery of bio-waste. To do this, a close support of practices by a network of « local ambassadors », volunteers in each entity of the establishment, will facilitate a gradual improvement.

ACHIEVEMENT

September 2024-February 2025

- Installation of composters
- Development of the "ambassadors" mechanism
- Recruitment of the first volunteers for an experiment.
- Preparation of an experiment

March 2025-February 2026

- Implementation of experimentation, evaluation and adaptation
- Creation of the status of ambassadors, call for applications
- Training of « ambassadors »

March 2026-December 2028

- Implementation and animation of the device
- Continuous improvement

BENEFICIARIES

The UTC community

EXPECTED RESULTS

Mobilise the entire UTC community in a sobriety approach.

PILOT AND PARTICIPANTS

Driver: DPL, DTEES

Participants: DGS, DR, DRH, DirCom, SHS, all users and users

INDICATORS AND DELIVERABLES

- Indicators common to sheets 4.1.4 and 4.1.5
- % of services, entities, directorates linked to an « ambassador »
- Quantities of routine waste by nature and by users
- % of waste in the sector and recovered
- Dashboard by site and type of waste
- Action plan for sorting, reuse and recovery
- ✓ Dashboard by site and type of waste
- ✓ Action plan for sorting, reuse and recovery

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

4.2 DEVELOP A POLICY TO PREVENT AND REDUCE ENVIRONMENTAL DAMAGE (INCLUDING POLLUTION)

Action 4.2.2

Improving the management of hazardous and specific waste

Hazardous waste (including liquid effluents) and healthcare waste with infectious risks are subject to dedicated procedures developed by the Health and Safety Service (SHS). Users (research, teaching and nursing) are required to respect them. Once the sorting has been carried out, the collection is entrusted to a specific service provider authorised to take charge of the sorted waste with a view to its recycling and treatment. However, in order to improve waste management and reduce the volume of waste, it is necessary to refine the data on its source in order to develop action plans and obtain more precise BGES.



ACHIEVEMENT

September 2024-July 2025

- Development of a dashboard, complementary to the existing IT tool, to monitor the production, management and treatment of hazardous waste.
- Interactions with users to improve consumption practices and then sorting by type of activity
- Improvement of the sorting procedure and follow-up of sorting, specific training for users

September 2025-February 2026

- Monitoring of the dashboard (type of waste and origin)
- Drawing up action plans for the reduction and quality of sorting of hazardous waste from the dashboard

March 2026-December 2028

- Monitoring and continuous improvement

BENEFICIARIES

UTC internal and external stakeholders

EXPECTED RESULTS

Better management of hazardous waste should make it possible to target actions to reduce its volume and improve its sorting and therefore its impact on the environment.

PILOT AND PARTICIPANTS

Driver: SHS
Participants: DGS, DPAC, DTEES, DR, DFP, Preventive Medicine

INDICATORS AND DELIVERABLES

- Quantity of waste by site and nature
- % of waste treated in appropriate routes
- ✓ Dashboard to track indicators
- ✓ Action plan to reduce, reuse, recycle and treat hazardous waste

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

4.2 DEVELOP A POLICY TO PREVENT AND REDUCE ENVIRONMENTAL DAMAGE (INCLUDING POLLUTION)

Action 4.2.3

Improving waste electrical and electronic equipment (WEEE) management

The management of WEEE is carried out in part by the IT department (for IT equipment) and in part by the DPL, which collects the remaining WEEE and ensures that it is processed by an external partner. The traceability of this management could be improved by a more precise level of detail, in particular by identifying the type of each WEEE and its source. This more precise knowledge will help to better understand how to reduce and reuse WEEE and improve data collection for the BEGES.

ACHIEVEMENT

September 2024-July 2025

- Situation diagnosis and study of recovery methods (internal reuse, donation, recycling)
- Development and monitoring of a dashboard

September 2025-July 2026

- Development of an action plan based on dashboard data
- Raising awareness among users via « ambassadors »

March 2026-December 2028

- Monitoring and continuous improvement

Implementation of the actions foreseen in 2022 sobriety plan :

- Action 36 (updated 2024)

BENEFICIARIES

UTC internal and external stakeholders

EXPECTED RESULTS

Users will be made more aware of the environmental impact of WEEE in order to reduce its volume.

PILOT AND PARTICIPANTS

Driver: DPL, DSI

Participants: DGS, DPAC, DTEES, DR

INDICATORS AND DELIVERABLES

- Quantity of waste by site and nature
- % of waste recycled or recovered by site and by nature
- ✓ Dashboard to track indicators
- ✓ Action plan to reduce, reuse, recycle and treat WEEE

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

4.3 DEVELOPING A POLICY FOR BIODIVERSITY AND THE PRESERVATION OF LIFE

Action 4.3.1

Pursue sustainable management of the establishment's sites to promote biodiversity

The UTC has initiated various actions in favour of biodiversity that now need to be strengthened and developed. For example, since 2019, the specifications for the green space management contract include requirements for differentiated mowing management (late mowing and eco-grazing). This device has been entrusted to an ESAT. In addition, an ornithological inventory has been initiated for awareness purposes (science festival). It should be supplemented in order to have a complete inventory of fauna and flora and to draw up an action plan for biodiversity. In addition, communication and awareness-raising activities will have to be carried out in order to influence the perception of biodiversity and facilitate adherence to the practices involved in its preservation. The success of this approach, which is part of Rev3's orientation 2, will require the implementation of local partnerships to benefit from their expertise.



ACHIEVEMENT

Mobilisation of partners with complementary expertise

- CPIE Oise: summary naturalist inventories (fauna, flora) ecological expertise assessment, monitoring and co-construction of the project, awareness-raising actions with students/staff, event animation
- LPO Oise: label « refuge LPO », participatory educational projects, communication materials
- Picardie Nature: diagnostics of buildings, bat label

Updating inventories

- It will be carried out as part of teaching (basic training) in order to raise awareness among students

Experimentation of awareness-raising tools

- Photo competitions, technical competitions, educational courses on campus, events, participatory projects, etc.

BENEFICIARIES

All internal and external UTC stakeholders

EXPECTED RESULTS

- Helping to preserve endangered species
- To make students and staff understand concretely the issues related to preservation and the improvement of quality of life that this allows
- Initiate a transformation of postures and practices with regard to the living

PILOT AND PARTICIPANTS

DPL
DTEES, volunteer staff, students, partners (CPIE, LPO Oise, Picardie Nature, ARC, ...)

INDICATORS AND DELIVERABLES

- Biotope coefficient
- % areas of green space managed sustainably/ total green space
- ✓ Biodiversity inventory by habitat and species/ site
- ✓ UTC Biodiversity Charter, prioritised action plan and dashboard
- ✓ Commitment documents

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

4.3 DEVELOPING A POLICY FOR BIODIVERSITY AND THE PRESERVATION OF LIFE

Action 4.3.2

Taking action for biodiversity off UTC campuses

The UTC community contributes to the preservation of biodiversity outside its campuses through various actions such as the science festival (where the LPO is present), initiatives of student associations (collection of waste in the forest, establishment of bird feeders ...). The institution wishes to amplify these actions and conduct new ones, in line with Rev3's orientations 2 and 4, in particular by inviting students and staff to participate in actions on the territory (awareness-raising actions for external stakeholders, animation of biodiversity murals for school children, establishment of educational pathways, open events, etc.). The UTC also wants to develop research-teaching partnerships with organisations working to preserve biodiversity.



ACHIEVEMENT

October 2024: establish a permanent biodiversity club

- Call for volunteers

October 2024-February 2025 : structure the biodiversity club organisation

- Develop a list of educational activities, contact teachers
- Develop a list of research themes, contact researchers and partners
- Contact the UTC Friendly to organise events
- Study the feasibility of the envisaged actions
- Prioritise and plan actions and themes

March 2025-July 2026

- Designing and experimenting with the first actions

September 2026-November 2028

- Continue and improve

BENEFICIARIES

All internal and external UTC stakeholders

EXPECTED RESULTS

- Extending awareness and education to biodiversity conservation
- Bringing out a UTC group of biodiversity sentries
- Pooling resources and resources with associative partners
- Providing expertise and technological resources at the service of partners

PILOT AND PARTICIPANTS

Pilote : DATES

Participants : Volunteer staff, students, partners (CPIE, LPO Oise, Picardie Nature, ARC, ...)

INDICATORS AND DELIVERABLES

- Number of actions and projects implemented in the territories
- Number of actions monitored over time
- Number of people sensitised
- Number of species identified/tracked
- ✓ Partnership agreements
- ✓ Communication and awareness-raising materials
- ✓ Catalogue of student works

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

4.4. PROMOTING RESPONSIBLE FOOD THAT IS ACCESSIBLE TO AS MANY PEOPLE AS POSSIBLE ACROSS THE ENTIRE VALUE CHAIN FROM FIELD TO FORK

Action 4.4.1

Pursue the implementation of a responsible feeding approach

The UTC has a close relationship with the CROUS, which manages catering sites accessible to UTC students and staff. The CROUS at both national and local level implements an approach that promotes healthy and quality food compatible with environmental issues. The aim is to continue and strengthen this collaboration with a view to continuous improvement.



ACHIEVEMENT

January 2025-July 2025

- Creation of a local commission, place of consultation on the responsible feeding approach of the UTC and work with the Crous. It will be composed of local and regional representatives of the Crous, users (students and staff), elected officials and student associations, the administration of the UTC, and representatives of providers
- Participation in the academic commission (Amiens)
- Offer Crous staff the opportunity to participate in UTC TE&ES training

September 2025-February 2026

- Launch of the commission
- Development of a roadmap

March 2026-December 2028

- Follow-up of actions launched by the Commission and reassessment of objectives

Implement the actions foreseen in the EVDS

- Ambition 1.3: promote healthy, quality food that integrates the challenges of the ecological transition

BENEFICIARIES

The UTC community

EXPECTED RESULTS

- Compliance with the law (Egalim law, circular SPE) and the ecological transition strategy of the Crous network 2023
- Continue to improve the catering offer while reducing its environmental impact, by involving UTC, Crous and its users

PILOT AND PARTICIPANTS

Driver: DGS

Participants: Crous, DTEES, DAF (public procurement), DGS, DPL, preventive medicine department, BVE, student elected officials, student associations, volunteers participating in the commission

INDICATORS AND DELIVERABLES

- % of users who can use a responsible collective diet
- % of quality and sustainable products (labelled or organic) / total (by weight)
- % of vegetarian meals
- Mass of bio-waste and its recovery (including composting)
- GHG reduction
- ✓ Food Charter
- ✓ Satisfaction surveys (a first from P24-A24?)
- ✓ Minutes of the Commission
- ✓ Report of the Committee

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



4.4. PROMOTING RESPONSIBLE FOOD THAT IS ACCESSIBLE TO AS MANY PEOPLE AS POSSIBLE ACROSS THE ENTIRE VALUE CHAIN FROM FIELD TO FORK

Action 4.4.2

Promoting the responsible food approach

Communication and awareness-raising among users are one of the keys to the success of the responsible food approach. To do this, dedicated communication methods will be implemented, such as the display of commitments made by the UTC and the Crous or the display of menus (at the Crous and remotely, Crous platform for example). Awareness-raising actions will also be implemented with the creation of thematic workshops between the Crous and its users and the mobilisation of ERS or student associations.

ACHIEVEMENT

January 2025-July 2025

- Creation of a local commission (sheet 4.4.1)

September 2025-February 2026

- Launch of the commission
- Development of a roadmap including communication actions

March 2026-December 2028

- Follow-up of actions launched by the Commission and reassessment of objectives

Implement the actions foreseen in the EVDS

- Goal 10: Promote healthy, balanced and responsible diets, taking into account the diversity of diets



BENEFICIARIES

The UTC community

EXPECTED RESULTS

- Raise awareness among users and the entire UTC community of the responsible feeding approach
- Valuing and highlighting the commitments made

PILOT AND PARTICIPANTS

Driver: local commission

Participants: Crous, DTEES, UTC

Communication Directorate, preventive medicine department, student life office, students (elected officials, associations and volunteers)

INDICATORS AND DELIVERABLES

- Number of people affected by the communication campaign (by category: staff, students, users of the Crous, etc.)
- ✓ Satisfaction surveys
- ✓ Synthesis of a communication plan

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

4.5 PROMOTING RESPONSIBLE DIGITAL TECHNOLOGY

Action 4.5.1

Anticipating the internal impact of digital developments

Digital is one of the three transitions to which UTC wishes to provide elements of response (see the strategic roadmap 2025-2035). The current technological developments (generative AI, supercomputers dedicated to research, cloud, mobile applications, etc.) and those of uses (nomads, multiple terminals, etc.) imply a reconfiguration of infrastructure and services for support staff, as well as for teacher-researchers and students. Other developments are bound to follow. However, they all have or will have material and energy consumption implications. The UTC wishes to adopt a monitoring posture in order to anticipate the transformations as well as possible and to propose to its community solutions that reconcile material and energy sobriety with the specific needs of users and users.

ACHIEVEMENT

Anticipate new staff practices to adapt the offer

- Evaluate the applications used
- Evaluate the impact on the IS architecture
- Evaluate the impact on personnel equipment

Anticipating new research practices

- Studying the impact of AI, other technologies...
- Study solutions for pooling computational resources

Anticipating new teaching practices

- Monitor student equipment and teaching resources
- Analyse the evolution of needs in terms of computer rooms
- Assess the IT infrastructure needs (networks, servers)

Implement the actions foreseen in 2022 sobriety plan

- actions 34 to 38 (updated 2024)

BENEFICIARIES

The UTC community

EXPECTED RESULTS

- Anticipation of the consequences of the evolution of digital technology in its application to UTC, particularly from an environmental point of view
- Optimisation of future UTC IT infrastructure and equipment incorporating environmental impact criteria

PILOT AND PARTICIPANTS

CIO, digital mission
Users concerned and experts requested according to the subjects

INDICATORS AND DELIVERABLES

- ✓ Recommendations for digital at UTC concerning administrative, research and teaching activities

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

4.5 PROMOTING RESPONSIBLE DIGITAL TECHNOLOGY

Action 4.5.2

Training in responsible digital technology

Digital is often conceived as « intangible » or « virtual » but it is proven that the main source of its environmental impact is its material component. It is therefore necessary, in order to reduce its impact, to train users taking into account their specific needs. To do this, different methods can be implemented (digital murals, coffee repairs, UTC information system, responsible development, digital accessibility, etc.). The objective is to develop the elements of understanding and methods that will influence practices.

ACHIEVEMENT

January 2025-December 2025 : proposal for new training courses

- Analysis of the needs of the various target audiences
- Monitor existing training and resources
- Design of specific training courses
- Addition of training to the training plan for staff.

January 2026-December 2026 : setting up a user-friendly space for sharing digital best practices

- Establishment of a space to update and repair computer equipment (computers, smartphones, printers, etc.) and receive advice
- Solicitation of the student associations and compiégnaises concerned
- Definition of the main lines of the programme and of an operating charter

January 2027-December 2028

- Launch and animation of the good practices area
- Facilitation, monitoring and improvement of training

BENEFICIARIES

The UTC community

EXPECTED RESULTS

- Better technical digital literacy for users of UTC IT resources
- Better digital skills for UTC staff and students
- Enhanced digital skills responsible for the IT department's technical staff

PILOT AND PARTICIPANTS

Pilote : DTEES, CIO
Participants : PFDC/DRH, DGS, DFP, associations

INDICATORS AND DELIVERABLES

- Number of people trained on responsible digital
- ✓ Programme and charter for the functioning of space, good practices
- ✓ Training Plan

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

4.5 PROMOTING RESPONSIBLE DIGITAL TECHNOLOGY

Action 4.5.3

Reducing the environmental impact of UTC hardware

Digital technology accounts for around 4% of global greenhouse gas emissions (25% growth per year). 78% of these emissions are related to the manufacture of equipment (computers, servers, tablets, smartphones, connected objects, etc.). At UTC, IT equipment accounts for 27% of fixed asset emissions and 15% of procurement emissions. In order to reduce this impact, it is necessary to strive towards more sobriety in terms of equipment by extending the service life, using second-hand equipment and recycling unused equipment while satisfying the different needs of users and users.

ACHIEVEMENT

Integrating the digital component into the responsible procurement policy for equipment

- Involvement in the definition of public procurement (MatInfo...)
- Searching for responsible suppliers for equipment under UTC defined contracts
- Selection of the most responsible equipment in the markets

Setting up an internal collection circuit

- Formalisation of a procedure for the collection of unused materials
- Procedure for refurbishing the collected materials (repairs, cleaning, etc.)
- Establishment of a catalogue of materials
- Procedure for resale or donation of materials that will no longer be used internally
- Recycling procedure for materials

Establishment of a responsible procurement procedure for computer equipment

- Formalisation of a pre-purchase procedure including the needs of the applicant; the proposal of second-hand equipment from internal recycling and advice on purchase if necessary

Implement the actions foreseen in 2022 sobriety plan

- Action 36 (updated 2024)

BENEFICIARIES

UTC Community

EXPECTED RESULTS

Changing practices related to computer equipment purchases will reduce GHG emissions and improve understanding of the impact of digital technology

PILOT AND PARTICIPANTS

Pilote : CIO, DGS

Participants : DTEES, DPL, all users

INDICATORS AND DELIVERABLES

- Carbon impact of equipment (from the BEGES) reduced to the number of personnel
- ✓ Collection circuit
- ✓ Acquisition procedure

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

ACRONYMS AND ABBREVIATIONS - AXIS 4

ARC	Agglomeration of the Compiègne region
AMU	Assistance in use control
BEGES	Greenhouse gas emissions balance
BUTC	Library of the université de technologie de Compiègne
BVE	Office of student life, UTC entity responsible for supporting student life
CPIE Oise	Permanent centre of initiatives for the environment of the Oise countries
CROUS	Regional centre for university and school works
DAF	Financial Affairs Directorate
SD&SR	Sustainable development and social responsibility
DFP	Direction for training and pedagogy
DG	Services Directorate-General
WEEE	Waste electrical and electronic equipment
DirCom	Communication Directorate
DPAC	Directorate of Pilotage and Continuous Improvement
DPL	Directorate of Heritage and Logistics
DR	Research direction
HRD	Human Resources Branch
DRI	International Relations Directorate
CIO	Information Systems Directorate
DTEES	Leadership in ecological transition and societal engagement
EET	Tertiary eco-energy decree
ERS	Health relay students
ESAT	Establishment and work-based support service
GHGs	Greenhouse gases
AI	Artificial Intelligence
LPO	League for the protection of birds
MatInfo	Group for the purchase of computer equipment for higher education and research
CDFP	HRD training and skills development centre
SD&CSR	Blueprint for sustainable development and social and environmental responsibility
SDVE	Master Plan of Student Life
SHS	Health and safety department
PES (circular)	Circular eco-responsible public services
SPSI	Multi-annual building strategy plan
TE&ES	Ecological transition and societal commitment
UTC	Université de technologie de Compiègne
Uteam	Subsidiary of the université de technologie de Compiègne, links the academic world and the industrial world



AXIS 5

SOCIAL POLICY AND QUALITY OF LIFE AT WORK (QVT)

The UTC conducts many actions related to societal commitment. The aim of the axis is to consolidate them and develop new aspects that allow the SD and CSR components of the master plan to be strongly articulated.

The aim will be to strengthen the UTC's human resources policy in favour of equality and diversity, in particular by means of new awareness-raising and support actions.

The DD&CSR training activities for all staff will be maintained and completed on the business side.

Further improvement of the quality of life on campus will require a strengthening of the prevention of psycho-social risks.

In addition, improvements to campus facilities and amenities will make the campus more user-friendly.

In addition, actions aimed at students of all backgrounds will be diversified, particularly to improve social promotion mechanisms and promote inclusiveness.

Renewed attention will be paid to the professional integration of profiles requiring specific support.

5.1. STRENGTHEN A HUMAN RESOURCES POLICY THAT PROMOTES EQUALITY AND DIVERSITY AMONG STAFF

Action 5.1.1

Strengthen UTC's human resources policy for equality and diversity

The UTC has been addressing issues of gender, inclusion and anti-discrimination since 2014. A multi-annual disability blueprint was approved in 2018 (also for students, sheet 5.4.2). The UTC has also adopted its multi-annual action plan on gender equality in the workplace since 2021. A gender equality focal point was appointed in April 2021. She works closely with HRD. Finally, in 2016, the institution obtained the HRS4R label, which demonstrates its commitment to the quality of the recruitment processes for researchers and the work environment offered to them, which extends to all staff. It is a question of continuing and strengthening these actions.



ACHIEVEMENT

Strengthen ongoing actions

- Consolidate actions to promote parity and diversity in recruitment and promotion
- Deployment of the 2024-2026 equality plan

Explore the feasibility of new actions

- Enrich the SD&CSR component of the training plan, for example: inclusive communication, diversity mural, gender bias training, interculturality training, advanced training on disabilities
- Implement more inclusive communication standards
- Creating a single point of entry for the fight against all violence and discrimination

Evaluate and improve

- Annual report on the implementation of the Equality Plan 2024-2026

Implement the actions foreseen in the HRS4R 2024-2026 action plan

- HRs4R shares: 23,24,25,26



BENEFICIARIES

All UTC personnel

EXPECTED RESULTS

- Better knowledge of equality and diversity issues by UTC staff
- Better inclusion of these issues in human resources policy

PILOT AND PARTICIPANTS

Pilote : HRD

Participants : DGS, DTEES, disability referents, dirCom

INDICATORS AND DELIVERABLES

- Number of staff per population who have completed training
- % women/men in total staff by population
- % women/men in governance bodies, and in managerial positions
- % of staff by age group by population and total
- % of BOETH personnel by population
- ✓ Disability Master Plan
- ✓ Action Plan for Equality 2024-2026
- ✓ Single social report
- ✓ Management guidelines for the promotion and enhancement of career paths

PLANNING *

A24	S25	A25	S26	
A26	S27	A27	S28	A28

5.2 PROMOTE AND SUPPORT THE DEVELOPMENT OF SKILLS, INCLUDING DD&CSR SKILLS, IN THE EVOLUTION OF ALL PROFESSIONAL ACTIVITIES

Action 5.2.1

Continue to develop the CSR&D skills of administrative staff, libraries and technical staff

The integration of the challenges of the ecological transition and societal commitment requires the evolution of the skills of all UTC trades. As of 2023, the training and skills development division has included a dedicated section in the training plan. The aim is to further develop this training offer and the associated support by distinguishing two levels: awareness-raising and professionalisation. This structuring will allow staff to project themselves in the progressive understanding of these issues, and in the transformation of their practices. This course, which is part of the training plan, will be supplemented by other types of content (digital resources, conferences, sharing of experiences, etc.).

ACHIEVEMENT

September 2024-December 2024

- Enrichment of the DD&CSR axis of the training plan
- Mapping of the offer according to the two levels of training
- Organisation of the next TE&ES conferences

January 2025-July 2025

- Re-launch of the TE&ES conference cycle
- Identification of relevant digital resources
- Search for innovative training modalities (gamification, testimonials, experience sharing, etc.)

September 2025-July 2026

- Design of professionalisation level training
- Evaluation of the uses of digital resources

September 2026-December 2028

- Implementation of professionalisation-level training
- Evaluation and continuous improvement

BENEFICIARIES

Administrative, library and technical staff

EXPECTED RESULTS

- Raising awareness of DDRS issues among BIATSS staff
- Empower BIATSS staff to include these issues in their daily practice

PILOT AND PARTICIPANTS

Pilote : HRD's PFDC

Participants : HRD (other services), DTEES, DGS

INDICATORS AND DELIVERABLES

- % of staff trained at both levels
- ✓ List of training actions
- ✓ Single social report

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

5.2 PROMOTE AND SUPPORT THE DEVELOPMENT OF SKILLS, INCLUDING DD&CSR SKILLS, IN THE EVOLUTION OF ALL PROFESSIONAL ACTIVITIES

Action 5.2.2

Continue to develop the CSR&D skills of teachers and teacher-researchers

The training of personnel dedicated to teaching and research covers three modalities. The Training and Skills Development Division (PFDC) of the Human Resources Department (DRH) identifies the specific needs of these personnel and integrates them into the training plan (sheet 5.2.1). The second modality relates to the contribution of training to the integration of DDRS issues into teaching (fact sheet 2.3.1 and 2.3.2). The third is the support of researchers for integrating SD&CSR issues into research practices (sheet 3.1.1). The aim is to develop the training offer included in the training plan specifically targeting the needs of teacher-researchers in coherence and complementarity with accompanying actions carried out elsewhere (see sheet 2.3.1).

ACHIEVEMENT

September 2024-December 2024

- Collection of specific training needs of teachers and researchers
- Specific communication actions for teachers and researchers to participate in the activities included in the training plan

January 2025-July 2025

- Implementation of specific actions (see sheets 2.3.1 and 2.3.2)
- Identification of the specific needs of teacher-researchers for professionalisation level

September 2025-December 2028

- Inclusion in the training plan of training courses related to the professionalisation of teachers and researchers
- Evaluation and continuous improvement

Implement the actions foreseen in

HRS4R 2024-2026 shares: 30



BENEFICIARIES

Teachers and teacher-researchers

EXPECTED RESULTS

- Raising awareness of DD&CSR issues among teaching and research staff
- Enable teaching and research staff to include these issues in their research and teaching

PILOT AND PARTICIPANTS

Pilotes : DFP, DR, HR

Participants : DTEES, DGS, laboratories

INDICATORS AND DELIVERABLES

- Existence of SD&SRE training courses dedicated to these personnel
- Existence of recovery and recognition measures
- % of trained staff (teachers, researchers, teacher-researchers)
- ✓ List of training actions

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

5.3 DEVELOP A POLICY ON QUALITY OF LIFE IN THE INSTITUTION

Action 5.3.1

Strengthening prevention, health and safety policy

A better health and safety prevention policy is a way for UTC to improve the quality of life and working conditions of staff. In 2023, the institution trained 343 staff in health and safety issues. In accordance with the law, the DUERP is updated annually and an action plan is established and monitored. A network of prevention assistants has been deployed and should be facilitated.

Some association leaders are trained, as well as students benefiting from student jobs, notably at BUTC. It is a question of continuing and strengthening these actions.

ACHIEVEMENT

September 2024-July 2025

- Continued structuring and facilitation of the network of prevention assistants
- Continuation of the training activities included in the « health and safety » section of the training plan
- Systematisation of training for student associations

January 2025-December 2028

- The DUERP is updated annually and the action plan is monitored and updated

Implement the actions foreseen in SDVE

- Strategic Axis 1: being well in your head and body



BENEFICIARIES

The UTC community

EXPECTED RESULTS

Better consideration and treatment of occupational risks, particularly those related to transitions

PILOT AND PARTICIPANTS

Driver: SHS

Participants: HRD (training and skills development centre), BVE, BUTC, preventive medicine

INDICATORS AND DELIVERABLES

- % of association leaders and student elected officials trained
- % of staff who participated in training
- Existence and annual update of the DUERP
- Existence of a representative body for learners (CEVU)
- Existence of active CFS specialised training
- ✓ PV of instances representation of staff and learners
- ✓ Extracts from the Single Social Report on Health and Safety
- ✓ Annual Prevention Programme

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

5.3 DEVELOP A POLICY ON QUALITY OF LIFE IN THE INSTITUTION

Action 5.3.2

Continue to improve the quality of life on campus and at work

Improving the quality of life and working conditions (QVCT) is an essential component of UTC's societal commitment. The institution carried out a psycho-social risk diagnosis (PSR) in 2019, one of which resulted in an action plan applied until 2023. A new diagnosis of PSR will be carried out in 2025 (see sheet 5.3.2).

The establishment also conducts numerous projects to improve the quality of life on its campus (new collective catering spaces, creation of a 100m² dance hall, development of dedicated spaces for associations, etc.). It is a matter of continuing these improvements. Some avenues are known: to reconnect with conviviality through common spaces, time and projects; to improve the transversality of operation; to propose tools for better communication. Actions in favour of equality and diversity will also contribute to the improvement of QVCT (see fact sheet 5.3.1)

ACHIEVEMENT

January 2025-July 2025

- Definition of the scope of the RPS diagnosis and development of the specifications
- Studies relating to new spaces of conviviality
- Updates to the DUERP and the associated action plan (sheet 5.3.1)

September 2025-December 2025

- Launch of the public procurement market for diagnostics
- Formalisation of the quality of life policy on the sites of the establishment and at work.

January 2026-December 2028

- Exploitation of the diagnosis, establishment and follow-up of the action plan

Implement the actions foreseen in

- HRS4R 2024-2026 shares: 27; 28.



- SDVE: Ambition 2.3: enjoy a welcoming, inspiring and inclusive campus life



BENEFICIARIES

The UTC community

EXPECTED RESULTS

- Better well-being at work for UTC staff
- Better well-being for all users of the establishment's sites

PILOT AND PARTICIPANTS

Pilot: HR, DGS

Participant: DPL, SHS, DTEES, preventive medicine

INDICATORS AND DELIVERABLES

- ✓ DUERP RPS component

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

5.4 TAKING INTO ACCOUNT THE NEEDS OF STUDENTS, IN THE DIVERSITY OF THEIR TRAINING, IN ORDER TO IMPROVE THE QUALITY OF THEIR RECEPTION AND SERVICES PROVIDED ON CAMPUSES AND TO IMPLEMENT A POLICY OF EQUAL OPPORTUNITIES AND TAKING INTO ACCOUNT THE DIVERSITY OF AUDIENCES FOR PEOPLE UNDERGOING TRAINING

Action 5.4.1

Facilitate access to UTC training for future students regardless of their profile

The establishment is involved in several schemes in partnership with local stakeholders. It also mobilises national mechanisms so that UTC training is considered a possible choice by future students, regardless of their profiles (« Génération réussite », PRREL-Ambition Région Hauts de France, the « cordées de la réussite », an association of equal sciences, etc.). The UTC wishes to continue and amplify these mechanisms, in particular through the actions carried out within the framework of the « Social Openness and Innovation » Chair.

ACHIEVEMENT

Strengthen existing mechanisms

- To study the obstacles to the development of the « cordées de la réussite » system, to seek complementary financing modalities (UTC Foundation for Innovation in particular)
- Restructure to develop the UTC system for hosting 3rd and 2nd trainees
- Continue the Pixel summer school and revitalise the « Olympiad of Engineering Sciences » programme

Explore the desirability of new devices

- Test self-positioning tools for future students (high school students)
- Study the specific needs of international students outside exchange agreements

Implement the actions foreseen in the EVDS

- Goal 13: cultivate the values of equity, diversity and inclusiveness
- Goal 15: sensitise primary and secondary school students to scientific higher education, regardless of gender and social background

BENEFICIARIES

Future students of UTC

EXPECTED RESULTS

The action will amplify the actions carried out for inclusive recruitment so that future students consider the UTC as a possible place of training regardless of their profiles

PILOT AND PARTICIPANTS

Driver: DFP

Participants: CSTI, UTC Foundation for Innovation, Chair « social openness and innovation », DTEES, BVE, Handicap cell, student associations, ...

INDICATORS AND DELIVERABLES

- Fellowship rate, % male/female, data on geographical distribution
- Results of the satisfaction survey
- ✓ Policy on equal opportunities
- ✓ CVEC assessment, reception and social support components
- ✓ Report on the activity of the support systems

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



5.4 TAKING INTO ACCOUNT THE NEEDS OF STUDENTS, IN THE DIVERSITY OF THEIR TRAINING, IN ORDER TO IMPROVE THE QUALITY OF THEIR RECEPTION AND SERVICES PROVIDED ON CAMPUSES AND TO IMPLEMENT A POLICY OF EQUAL OPPORTUNITIES AND TAKING INTO ACCOUNT THE DIVERSITY OF AUDIENCES FOR PEOPLE UNDERGOING TRAINING

Action 5.4.2

Continue to improve the support system for students with disabilities

Since 2018, the UTC has adopted a disability master plan, and since 2021 it has been supplemented by an annual action plan. Every student with a disability benefits from individualised support. These measures are aimed at facilitating the conduct of studies and improving student living conditions. A disability referent (full-time) assures the support of students from their reception to their professional integration through an individualised follow-up. Teachers can be trained. The accessibility of the buildings to people with reduced mobility is 82%. The Ad'AP (Scheduled Accessibility Agenda) plan continues to make all buildings accessible to all types of disability. The support of students with disabilities is currently integrated into the normal functioning of the institution. Continuous improvement of this system should be pursued.

ACHIEVEMENT

Strengthen the system at the institution level

- Include the disability referent among the permanent guests at the CEVU
- Continue investments for the Ad'AP plan

Experiment with new actions within the Disability Unit

- Test a short course for teachers
- Make testimonial videos available to strengthen information
- Make available a map of accessible destinations, according to disabilities, for international departures

Implement the actions foreseen in the EVDS

- ambition 2.2 : Objective 18: support audiences with specific needs from the moment they arrive



BENEFICIARIES

- Students with disabilities
- Teachers and teachers

EXPECTED RESULTS

The current dynamic of continuous improvement of the conditions of study of students with disabilities is maintained

PILOT AND PARTICIPANTS

Driver: Disability Referrer
Participants: DFP, DTEES, DPL, UTC Foundation for Innovation

INDICATORS AND DELIVERABLES

- Number of students with disabilities
- Number of accompaniments for students with disabilities carried out
- % buildings accessible to persons with disabilities by type of disability
- ✓ Satisfaction survey on reception and study/training conditions - students with disabilities component
- ✓ Disability Master Plan
- ✓ Annual Disability Action Plan
- ✓ Accessibility certificate for buildings

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28

5.4 TAKING INTO ACCOUNT THE NEEDS OF STUDENTS, IN THE DIVERSITY OF THEIR TRAINING, IN ORDER TO IMPROVE THE QUALITY OF THEIR RECEPTION AND SERVICES PROVIDED ON CAMPUSES AND TO IMPLEMENT A POLICY OF EQUAL OPPORTUNITIES AND TAKING INTO ACCOUNT THE DIVERSITY OF AUDIENCES FOR PEOPLE UNDERGOING TRAINING

Action 5.4.3

Continue to improve the support system for international students

The UTC actively supports international students from the preparation of their arrival and throughout their stay. Since 2020, the UTC has obtained the « Bienvenue en France » label from Campus France, rewarding the quality of its reception facilities for international students. The UTC International Service has developed a comprehensive guide for international students. A complete support programme is offered (choice of teaching, integration, help with housing search, events, medical care, listening point). This system is the subject of an annual satisfaction survey that allows continuous improvement that must be continued.

ACHIEVEMENT

Continuation and finalisation of ongoing actions

- Implementation of translation of ENT content by the IT Department
- Implementation of the one-stop shop, recruitment of anglophone stakeholders
- Accompaniment of teachers to teach in English: training and assistance in the translation (especially using tools) of materials (DFP)
- Continuation of staff training activities in English (DRH)
- Targeted and video-based communication actions: BUTC resources, ENT section...

Nouvelles actions

- Implementation of the « Etudes en France » system
- Translation of signage materials
- Use of the resources of the future FLLC

Implement the actions in EVDS:

- Ambition 2.2 - Objective 18: support audiences with specific needs from the moment they arrive
Actions: 18.6, 18.7, 18.8, 18.9

BENEFICIARIES

International students

EXPECTED RESULTS

- International students will have a better knowledge of the existing support offer
- A dynamic of continuous improvement will be maintained

PILOT AND PARTICIPANTS

Driver: DRI

Participants: CIO, DPL, BVE, DirCom, DFP, HRD, UTC Foundation for Innovation

INDICATORS AND DELIVERABLES

- Support system for international students
- Satisfaction survey on the reception and study conditions of international students
- ✓ Activity report of the department dedicated to international relations
- ✓ Space dedicated to international students on ENT (translated into English)

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



5.4 TAKING INTO ACCOUNT THE NEEDS OF STUDENTS, IN THE DIVERSITY OF THEIR TRAINING, IN ORDER TO IMPROVE THE QUALITY OF THEIR RECEPTION AND SERVICES PROVIDED ON CAMPUSES AND TO IMPLEMENT A POLICY OF EQUAL OPPORTUNITIES AND TAKING INTO ACCOUNT THE DIVERSITY OF AUDIENCES FOR PEOPLE UNDERGOING TRAINING

Action 5.4.4

Continue to improve the conditions of study at the UTC to promote social openness and success for all students

The UTC offers many services to improve the conditions of study for students with socio-economic and socio-cultural difficulties (one-stop information centre, university tuition fee waiver commission, FSDIE social assistance commission, solidarity grocery store, individualised educational monitoring system, etc.). The institution wishes to maintain a process of continuous improvement of the conditions of study and has included dedicated actions in its Master Plan of Student Life (SDVE) 2023-2028.

ACHIEVEMENT

The actions to be carried out are included in the EVS and are described in the following sections: **EVED:**

- Ambition 1.2: Protect and support students in difficulty
- Ambition 2.2: Facilitate the reception and integration of all students
- Ambition 3.3: Support and make the student an actor/actress of his/her success and autonomy

BENEFICIARIES

UTC students and in particular those with socio-economic and socio-cultural difficulties

EXPECTED RESULTS

- Strengthening support for students in precarious situations
- Increase the satisfaction rate of students regarding the support they receive during their studies at UTC

PILOT AND PARTICIPANTS

Driver: DFP

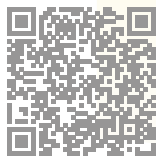
Participants: BVE, student associations, Chair « social openness and innovation », UTC Foundation for Innovation, DTEES

INDICATORS AND DELIVERABLES

- Number of beneficiaries of PPE, number of computer loans, number of FIDES applications
- Physical Single Window Attendance Rate
- ✓ Results of the satisfaction survey
- ✓ EVDS Progress Report

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28



5.4 TAKING INTO ACCOUNT THE NEEDS OF STUDENTS, IN THE DIVERSITY OF THEIR TRAINING, IN ORDER TO IMPROVE THE QUALITY OF THEIR RECEPTION AND SERVICES PROVIDED ON CAMPUSES AND TO IMPLEMENT A POLICY OF EQUAL OPPORTUNITIES AND TAKING INTO ACCOUNT THE DIVERSITY OF AUDIENCES FOR PEOPLE UNDERGOING TRAINING

Action 5.4.5

Facilitate the professional integration of students and whatever their profiles

The support of UTC students for their professional integration is currently continued until 3 years after their graduation. However, the specific nature of the profiles is not yet the subject of a special procedure (except for students with disabilities). The action will make it possible to include explicit and organised consideration of aspects related to the diversity of profiles in the vocational integration system.

ACHIEVEMENT

To study the needs relating to the diversity of profiles

- Amend the annual « insertion survey » to collect the necessary data
- Study the impact of mental health problems on professional integration
- Studying the evolutions and questions of the student public (inclusivity, SD&CSR, etc.)

Strengthen existing mechanisms

- Adapt the arrangements to take account of the results of surveys and studies
- Pursue actions aimed at orienting female students to the branches where they do not go spontaneously

Experiment with new devices, for example:

- Offer mentorships and sponsorships by alumni
- Organise meetings with students and alumni with disabilities

Implement the actions foreseen in the EVDS EVED:

- Ambition 3.3: Support and make the student an actor/actress of his/her success and autonomy

BENEFICIARIES

UTC students, regardless of their profiles.

EXPECTED RESULTS

Better consideration of the diversity of profiles will facilitate students' access to jobs that meet their expectations through specific support

PILOT AND PARTICIPANTS

Driver: DFP

Participants: PRFE, Disability Cell, DTEES, UTC Foundation for Innovation

INDICATORS AND DELIVERABLES

- « Insertion survey » enriched by questions to collect data on the diversity of profiles: indicators of professional integration (employment, salary, management or non-management status...) of new graduates by categories (fellows, men/women, etc.) and territories
- ✓ Report on the insertion aid scheme (part relating to specific support)

PLANNING

A24	S25	A25	S26	
A26	S27	A27	S28	A28







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