

AUDITORIUM

Occupational integration and jobs: 3 ALUMNI networks,

More than 2000 graduates...

More than 95% of graduates find a job in France or abroad within 3 months after graduation with an average salary of 36K€.



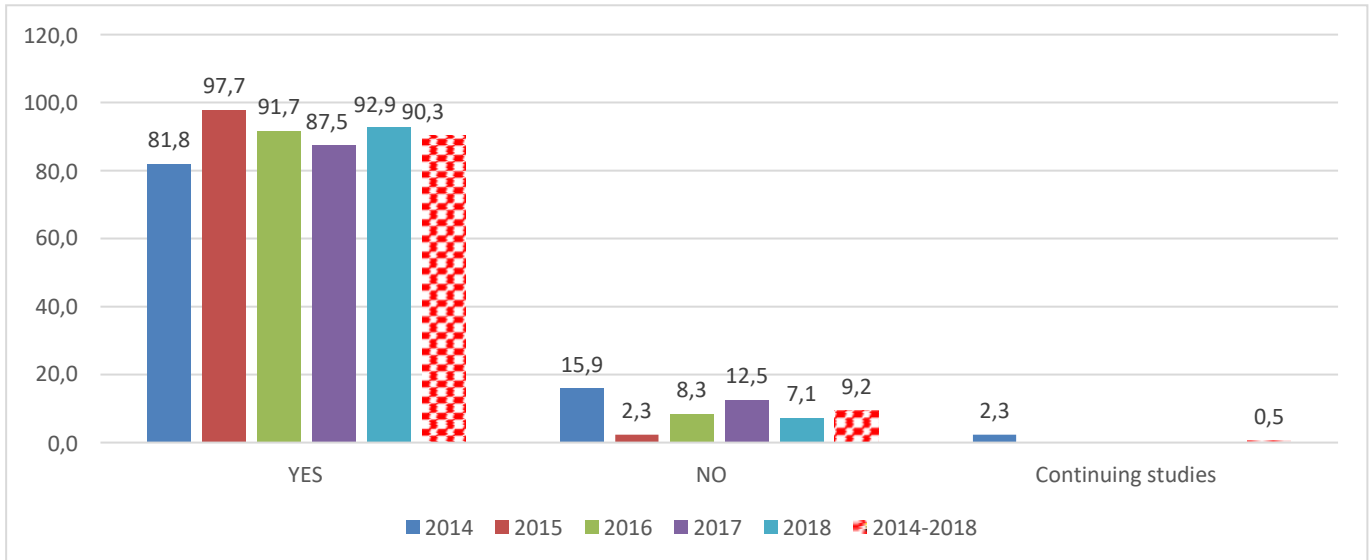
Packaging: Survey results: Jobs 16 months after graduation

Survey carried out in January for classes from 2014 to 2018 (past 5 years)

Foreword:

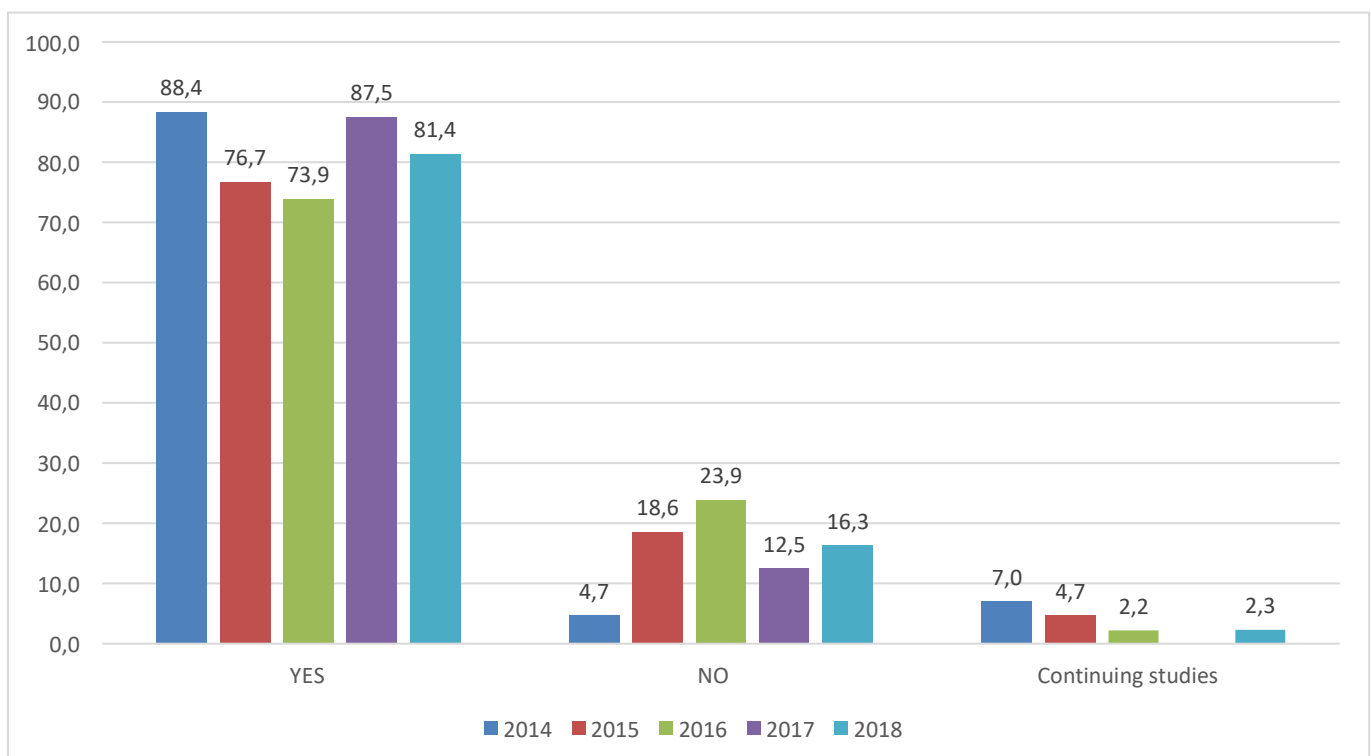
Classes:	2014	2015	2016	2017	2018
Number of students:	45	45	50	43	48
Number of graduates (with TOEIC):	44	44	48	40	42
Number of answers received from graduates with TOEIC:	44	43	48	40	42
% of received answers / graduates with TOEIC:	100	97.7	100	100	100

1) After one year: percentage of engineers having a job or not:

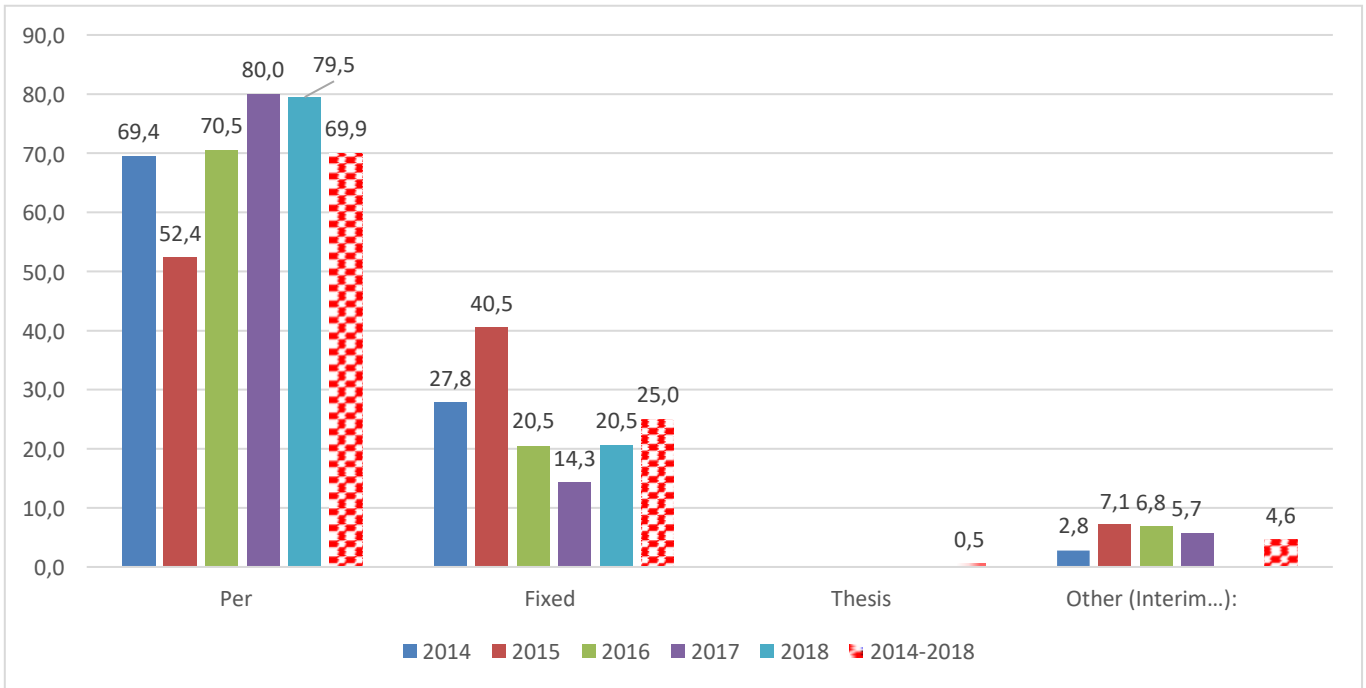


Over the past five years, 9 graduates out of 10 have found a job at least once after 16 months!

Reminder: 1 year before

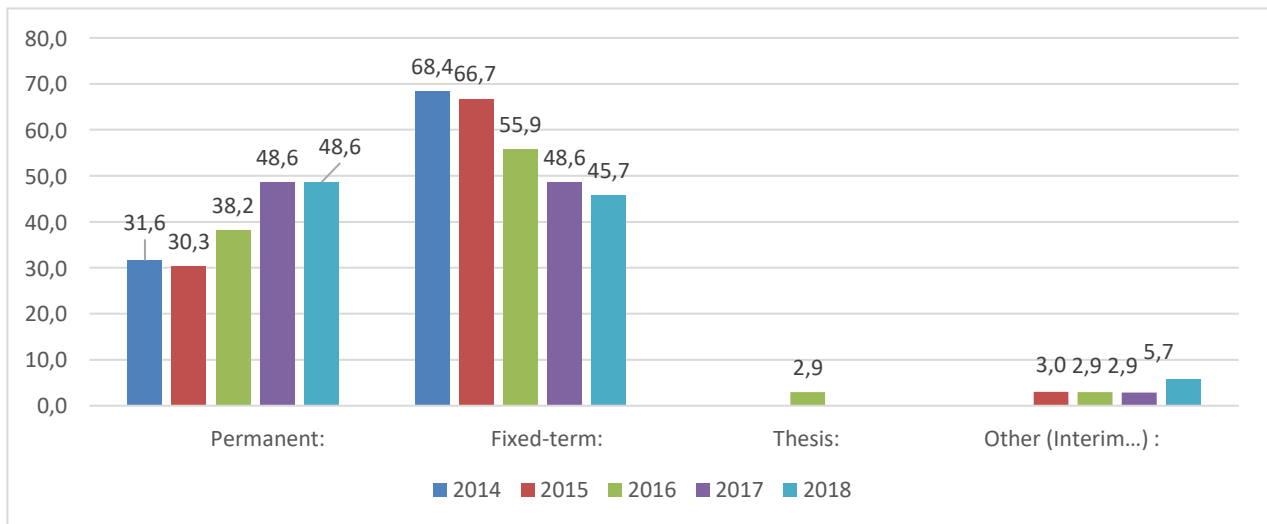


2) After 1 year: Percentage of permanent contracts and fixed-term contracts:

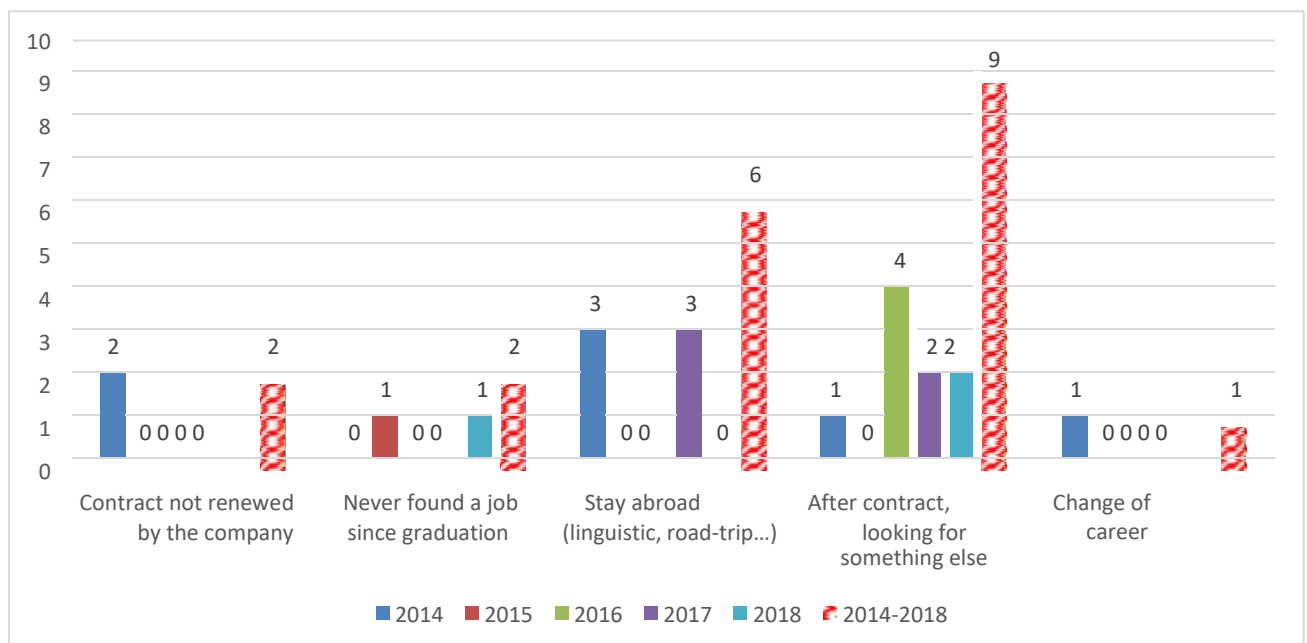


Over the past five years, 70% of graduates have found a permanent job after 16 months!

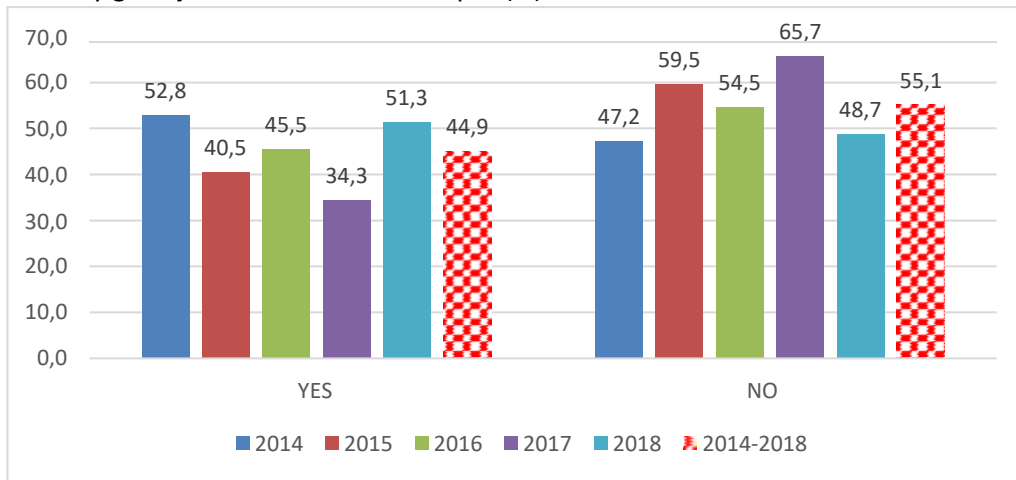
Reminder 1 year before:



3) What engineers who didn't get a job do in January (number of engineers):



4) Did they get a job from their internships? (%):



Over the past five years, 45% of graduates have found a job thanks to their internships!

5) Evolution of fixed-term contracts after one year (%)

	2014	2015	2016	2017	2018	2014-2018
Fixed-term to permanent contract in same company	30,8	31,8	36,4	23,5	31,3	31,1
Fixed-term to permanent contract in different company	15,4	13,6	27,3	35,3	37,5	24,3
Still fixed-term contract in same company	34,6	27,3	4,5	17,6	6,3	19,4
Still fixed-term contract in different company	0,0	27,3	22,7	5,9	18,8	14,6
Fixed-term contract not renewed: jobless	19,2	0,0	9,1	17,6	6,3	10,7

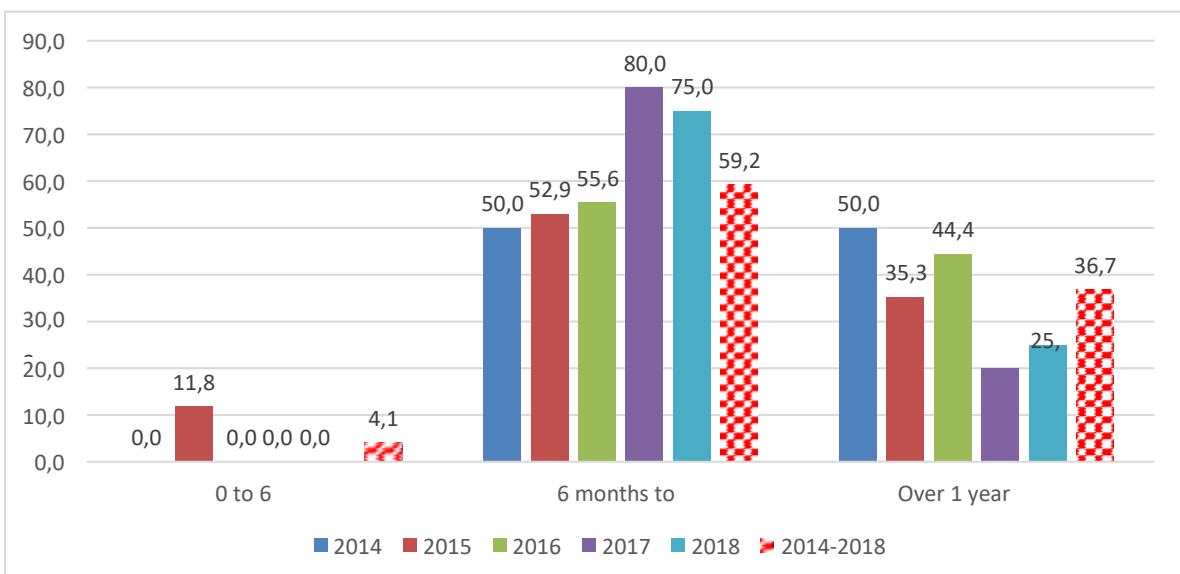
In the last 5 classes, more than 55% of graduates get a permanent contract after a fixed-term contract!

6) Evolution of permanent contracts after one year (%)

	2014	2015	2016	2017	2018	2014-2018
Still permanent contract same company	91,7	70,0	84,6	84,6	82,4	83,1
Still permanent contract in different company	0,0	20,0	15,4	15,4	11,8	12,3
Others (other fixed-term contracts, career change...)	8,3	10,0	0,0	23,1	5,9	9,2

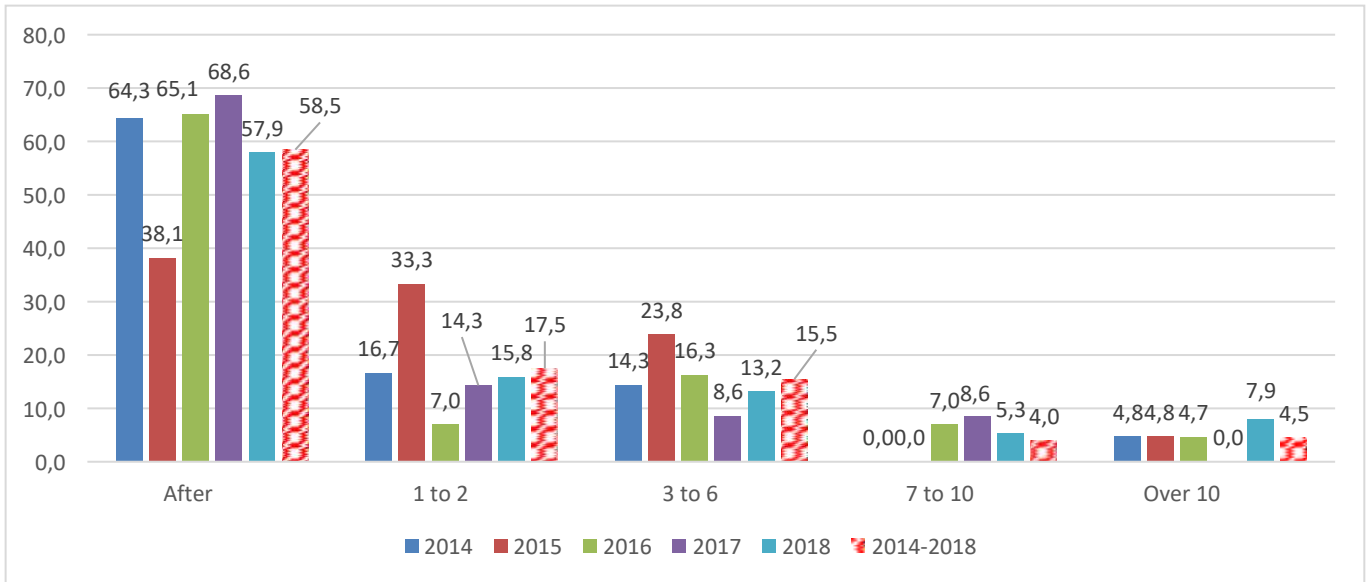
In the last 5 classes, 83% of graduates who have had a permanent contract since their first job are still in the same company!

7) For fixed-term contracts: Percentage of engineers according to the duration of their contract:



Over the past 5 years, about 60% of graduates have had a fixed-term contract for 6 months to 1 year!

8) Time to get a first job after graduation (%):



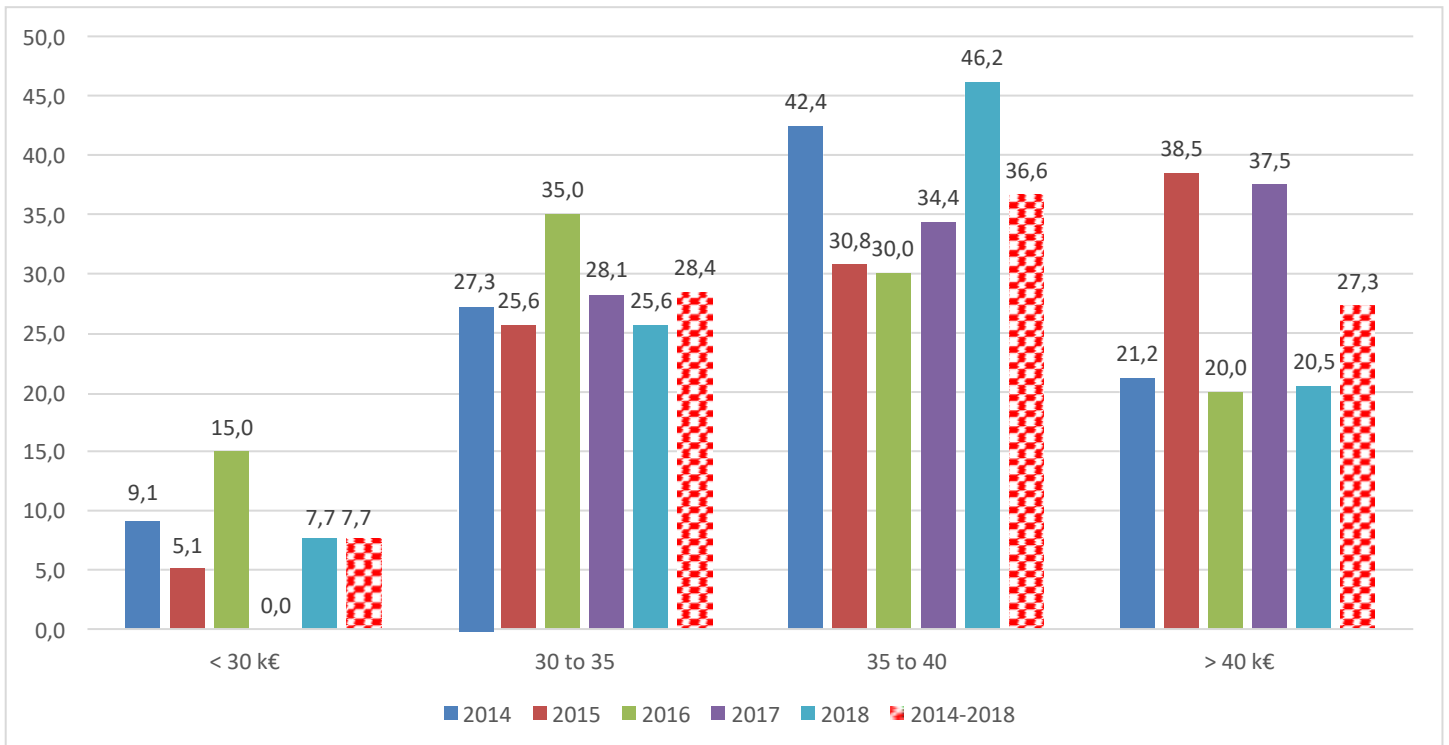
Over the past five years, about 3/4 of graduates who have a job have found a job within 2 months!

9) Average and median gross salaries in k€:

	2014	2015	2016	2017	2018
Average gross salaries in k€ (with bonuses):	40,7	42,4	36,5	39,1	37,1
<i>Reminder: salaries 1 year before</i>	38	38,4	35,3	36	33,7
Median gross salaries in k€ (with bonuses):	36,2	37,8	34,8	36,9	36
<i>Reminder: salaries 1 year before</i>	34	36,0	32,7	34	35
School (Pack + EN) median gross salaries in k€ with bonuses:	34,7	36,0	34,8	36	36
<i>Reminder: salaries 1 year before</i>	33,3	35,0	33,3	34	35

Over the past five years, the average gross salary has been **39.3 k€!**

10) Percentage of engineers according to their annual gross salaries in k€:



Over the past 5 years, about 64% of graduates have had an annual gross salary superior to 35 k€!

11) a) Average gross salaries France/Abroad in k€ with bonuses:

a) In France:

Classes	2014		2015		2016		2017		2018	
Permanent contract	34		37,7		32,6		37,5		36.6	
Low-high ends	25	39	31	51	20,5	41	31	52	27.6	47
Fixed-term contract	35,2		38,5		35,1		35,8		33.1	
Low-high ends	31,2	38	30	50	26	44	32	42,5	24	39
On average:	34,2		37,8		34,1		37,2		35.9	
<i>Reminder: salaries 1 year before</i>	33		36,2		33,2		35,1		33.7	
<i>Low-high ends</i>	24,7	38	30	50	26,4	43	27	55	19.2	41.7

b) Abroad:

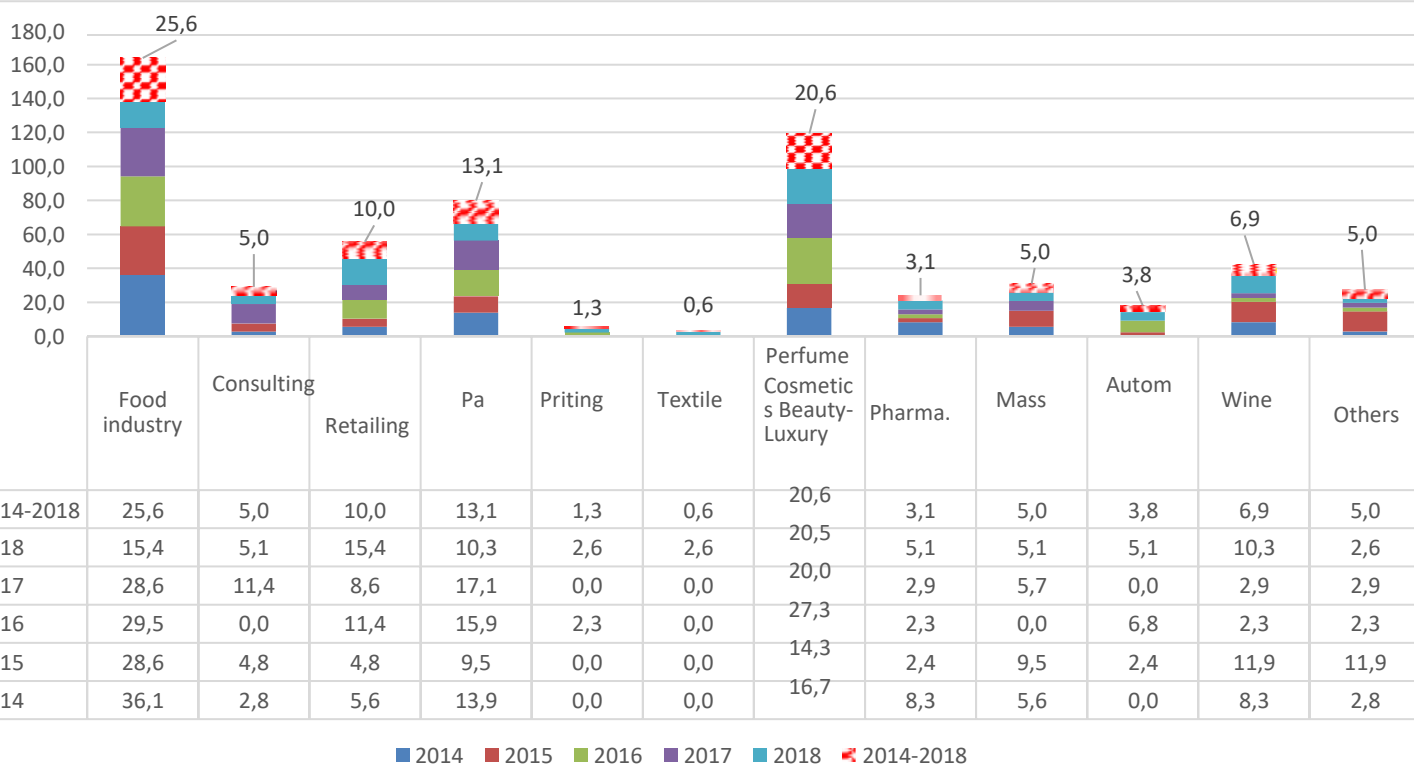
	2014	2015	2016	2017	2018
Permanent contract	55,5	49,4	45,1	44,1	ins
Fixed-term contract	48,5	58,3	x	45	ins
On average:	52,9	51,4	45,1	44,2	ins
<i>Reminder: salaries 1 year before</i>	38	38,2	45	38,3	ins

ins: insignificant: too few jobs

12) Average salaries Men/Women in France and in k€ (permanent and fixed-term contracts):

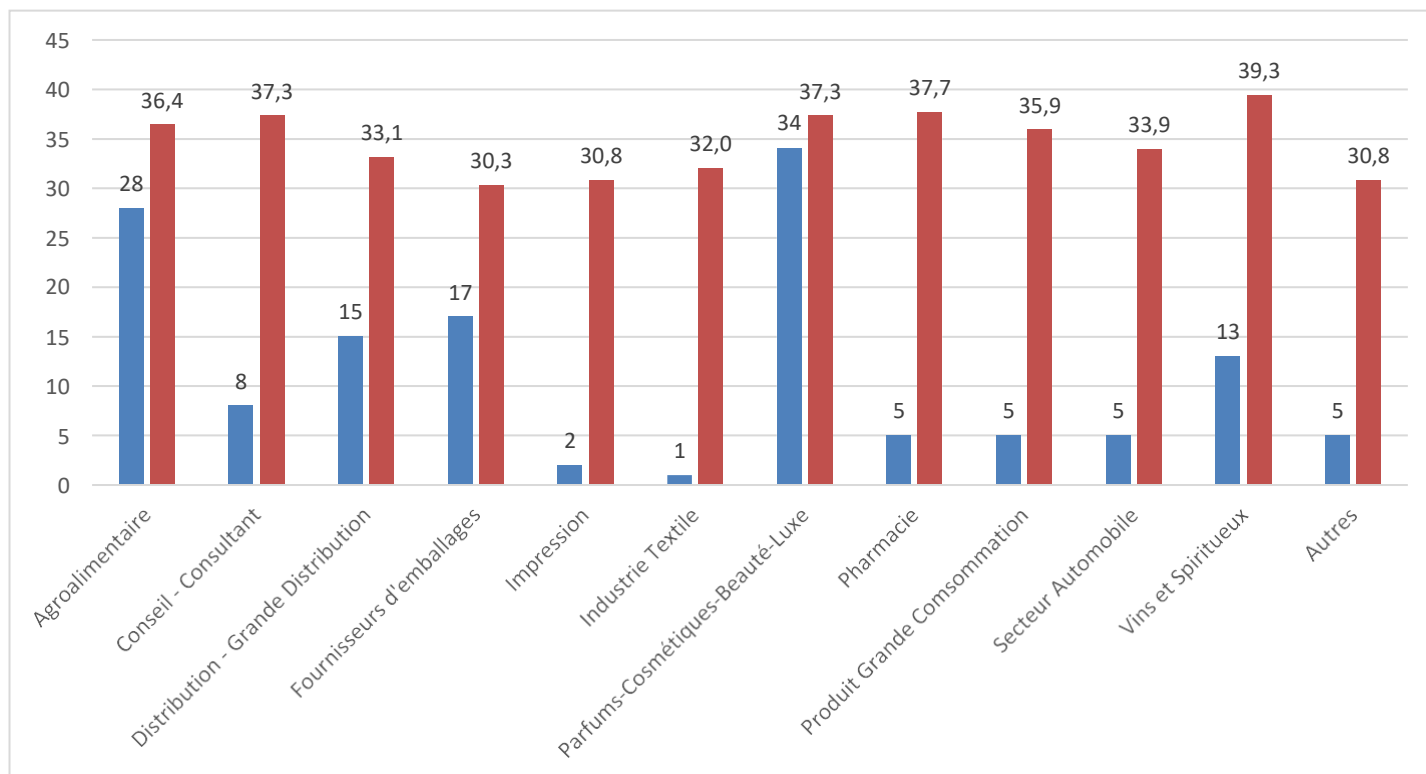
	2014		2015		2016		2017		2018	
Men	35,9		37		33,9		38,3		36,8	
Low-high ends	28	39	30	50	20,5	40	31	52	30,4	46
<i>Reminder: salaries 1 year before</i>	34,2		35,8		32,7		39		34,7	
Women	33,2		38,3		34,5		36,8		35,5	
Low-high ends	25	38	31	51	23,5	44	32	44	24	47
<i>Reminder: salaries 1 year before</i>	32,6		37		33,3		33,9		33,2	

13) Percentage of engineers according to business sectors:



Over the past 5 years, about 46% of graduates have had a job rather in the cosmetics sector and food industry.

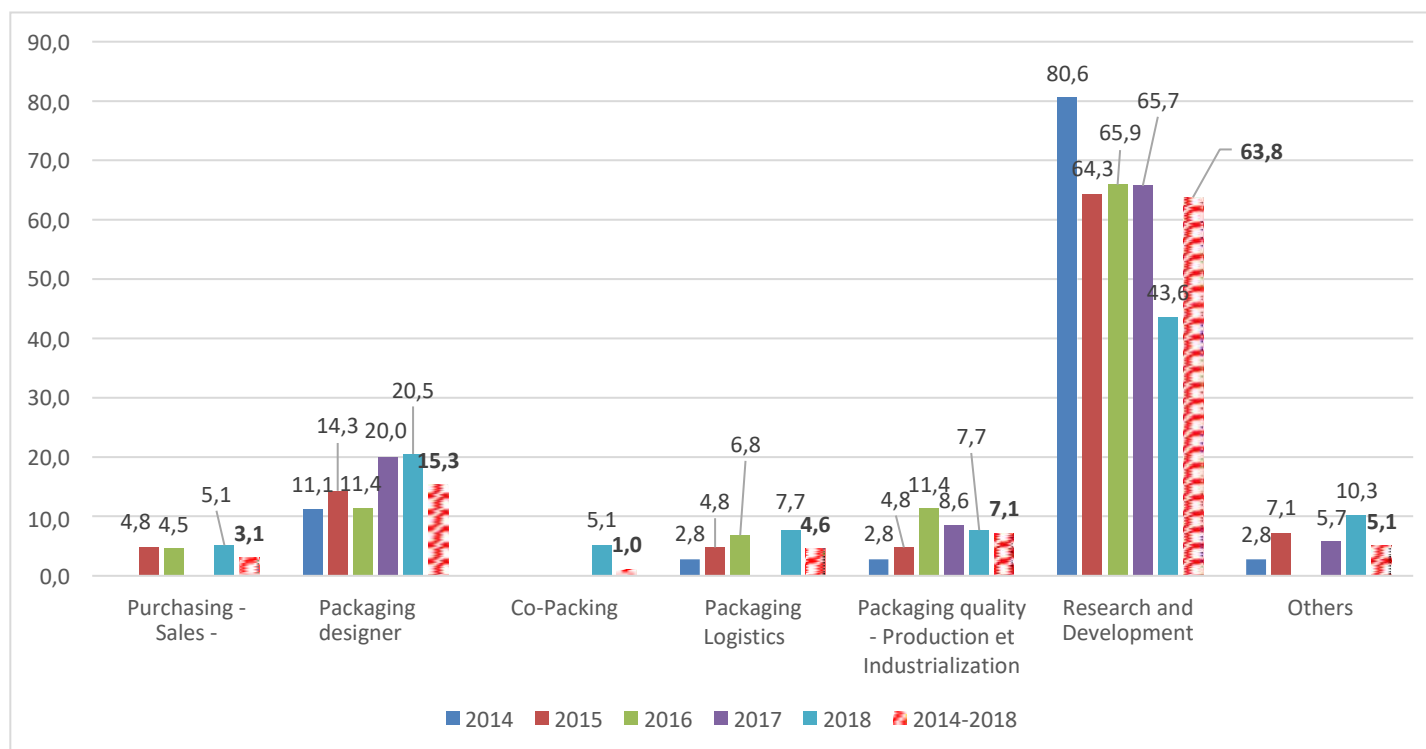
14) Average gross salaries in France, in k€, permanent and fixed-term contracts, according to business sectors :



In blue: Number of engineers according to their business sectors, who responded to the survey, over the past 5 years.

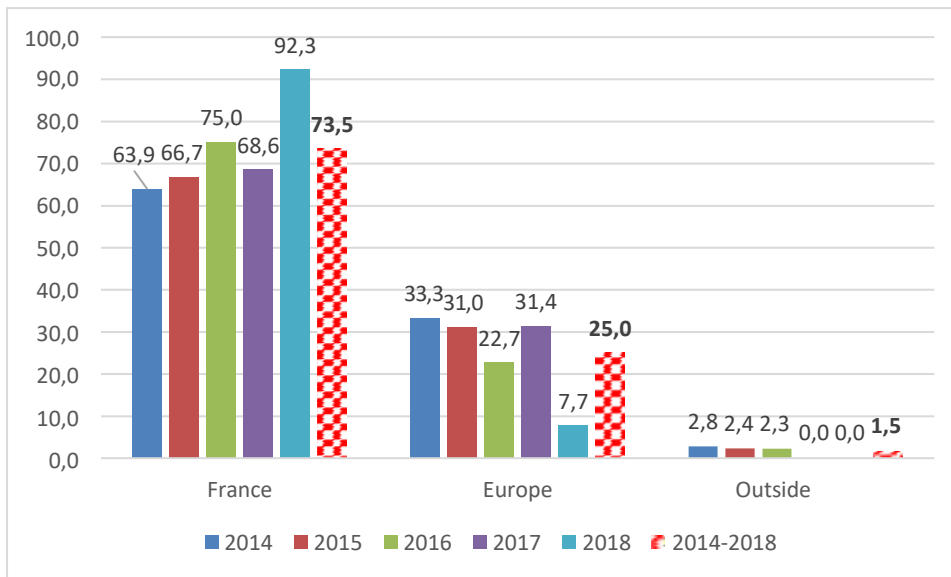
In red: average gross salary in k€ from 2014 to 2018 after working for more than a year.

15) Repartition according to the engineers' jobs (%):



Over the past 5 years, more than 64% of jobs are related to R&D! Co-packing job was introduced in the survey this year.

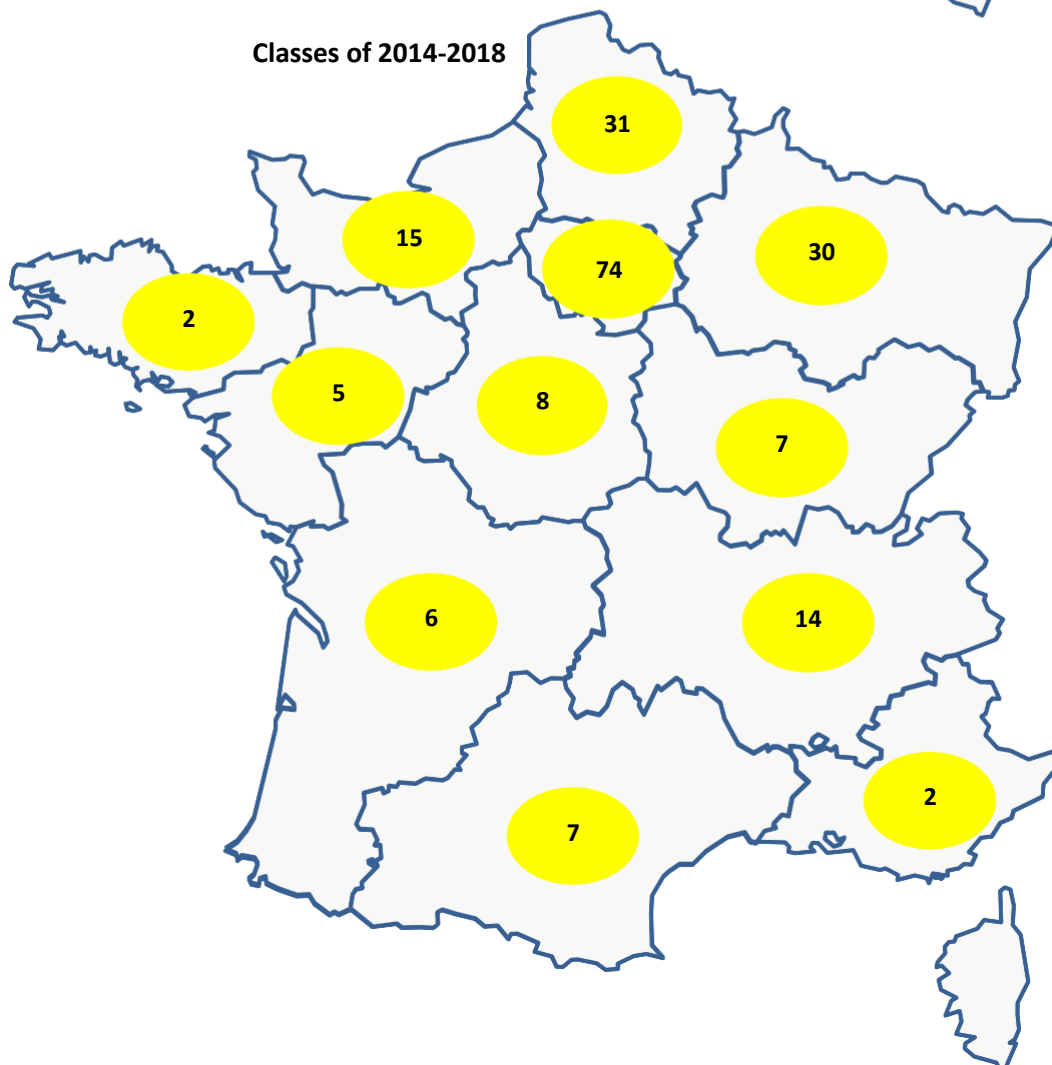
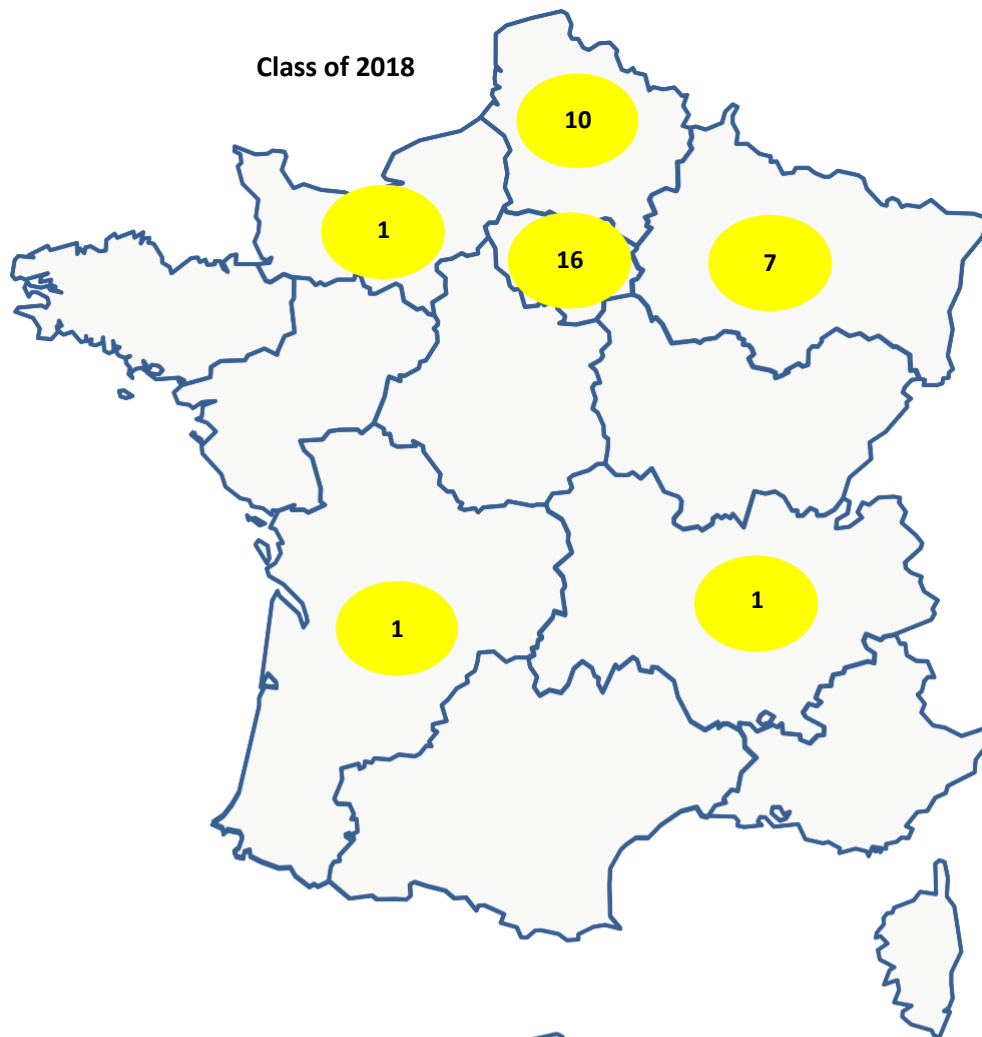
16) Percentage of engineers according to the country where they have been hired:



15a) Geographical repartition of jobs abroad (**number** of engineers):

	2014	2015	2016	2017	2018	2014-2018
Germany	2	2	1	1	0	6
Belgium	3	2	0	3	1	9
Canada	1	0	0	0	0	1
China	0	0	0	0	0	0
Spain	0	1	2	0	0	3
United States	0	1	0	0	0	1
Luxembourg	0	0	0	0	0	0
Great Britain	2	3	4	3	1	13
Morocco	0	0	0	0	0	0
The Netherlands	0	1	0	2	0	3
Portugal	0	0	0	1	0	1
Singapore	0	0	1	0	0	1
Switzerland	5	4	3	1	1	14
Total:	13	14	11	11	3	52
Percentage of jobs abroad for each class:	36.1	33.3	25.0	31.4	7.7	26.5

15b) Geographical repartition of jobs in France (number of engineers):



16) Satisfaction survey about the different aspects of the occupied job:

	Very satisfied	Rather satisfied	Rather unsatisfied	Unsatisfied
	(%)	(%)	(%)	(%)
	2018	2018	2018	2018
Autonomy in the job	73,7	26,3	0,0	0,0
Relations with supervisors	73,7	18,4	5,3	2,6
Work atmosphere	73,7	21,1	2,6	2,6
Geographical localisation	42,1	39,5	7,9	10,5
Interest in missions	50,0	42,1	7,9	0,0
Type of work contract	55,3	42,1	2,6	0,0
Material working conditions	52,6	42,1	5,3	0,0
Balance between professional and private lives	36,8	52,6	7,9	2,6
Workload	29,7	62,2	8,1	0,0
Evolution prospects	18,4	55,3	23,7	2,6
Salary	7,9	73,7	13,2	5,3

	Very satisfied	Rather satisfied	Rather unsatisfied	Unsatisfied
	(%)	(%)	(%)	(%)
	2017-2018	2017-2018	2017-2018	2017-2018
Autonomy in the job	64,4	32,9	2,7	0,0
Relations with supervisors	68,5	23,3	6,8	1,4
Work atmosphere	61,6	28,8	8,2	1,4
Geographical localisation	46,6	35,6	12,3	5,5
Interest in missions	45,2	46,6	8,2	0,0
Type of work contract	57,5	35,6	5,5	1,4
Material working conditions	45,2	47,9	6,8	0,0
Balance between professional and private lives	37,0	53,4	6,8	2,7
Workload	27,8	59,7	9,7	2,8
Evolution prospects	19,2	50,7	28,8	1,4
Salary	15,1	64,4	13,7	6,8

Over the past two years:



Autonomy, work atmosphere, interest in missions, material conditions, relations with supervisors, type of contract (Between 100 and 90% of very to rather satisfied)



Geographical localisation, balance between professional and private lives, salary, workload (Between 90% and 75% of very to rather satisfied)



Evolution prospects (More than 25% of rather to totally unsatisfied)

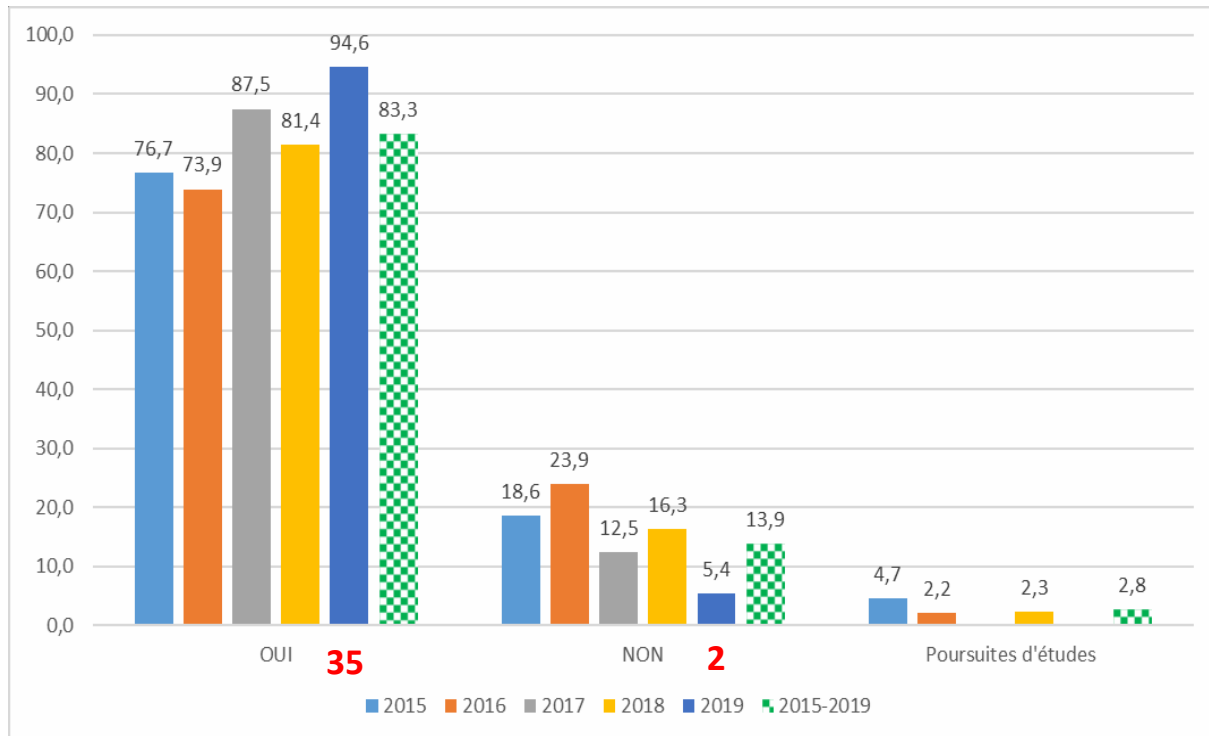
Packaging: Survey results: Jobs after 4 months

Survey carried out in January for classes from 2015 to 2019 (past 5 years)

Foreword:

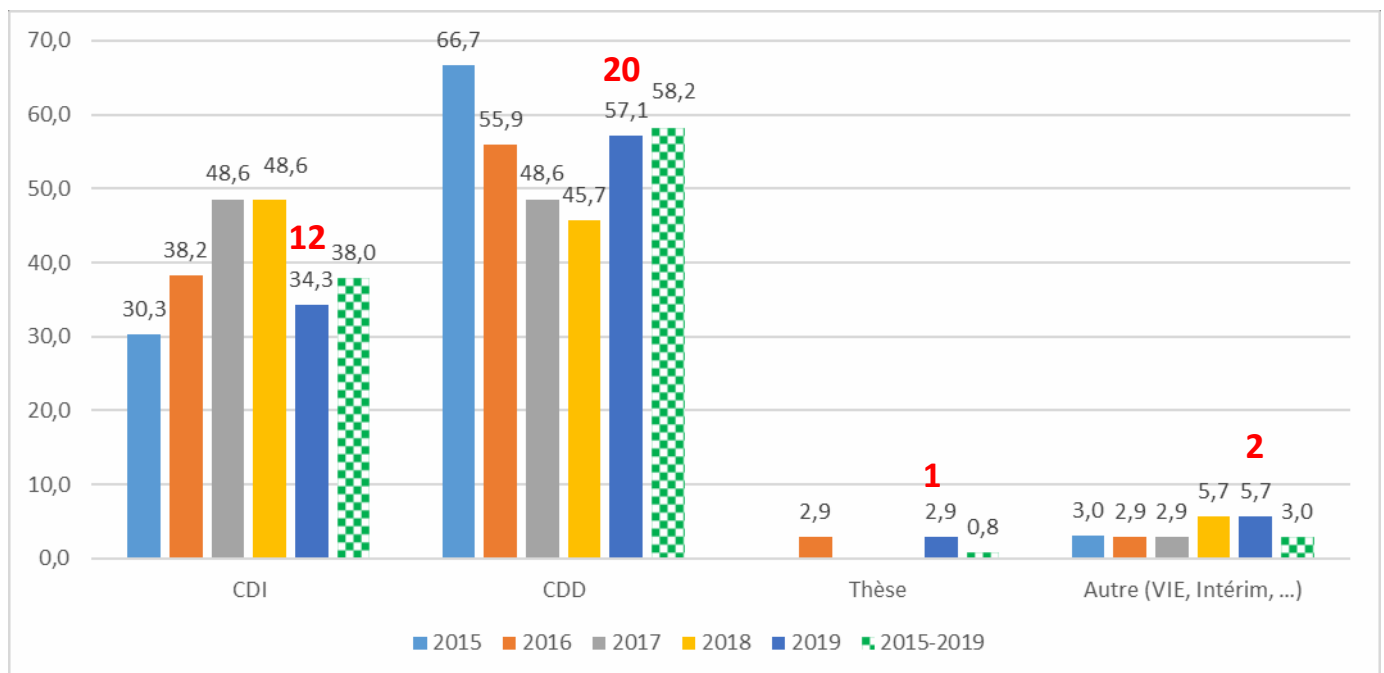
PACK	Classes:	2015	2016	2017	2018	2019
Number of students:		45	50	43	49	39
Number of graduates (with TOEIC):		43	45	40	43	37
Number of answers received from graduates with TOEIC:		43	45	40	43	37
% of received answers / graduates with TOEIC:		100	100	100	100	100

1) After 4 months: percentage of engineers having a job or not:



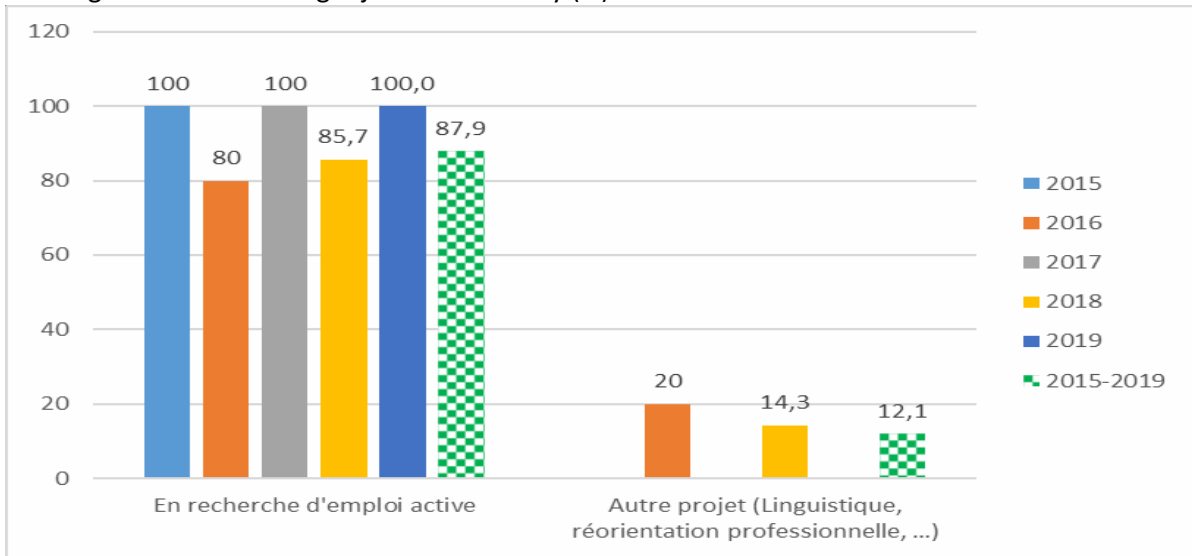
Over the past five years, 83% of graduates have found a job after 4 months! (In red, number of graduates)

2) Percentage of permanent contracts and fixed-term contracts:



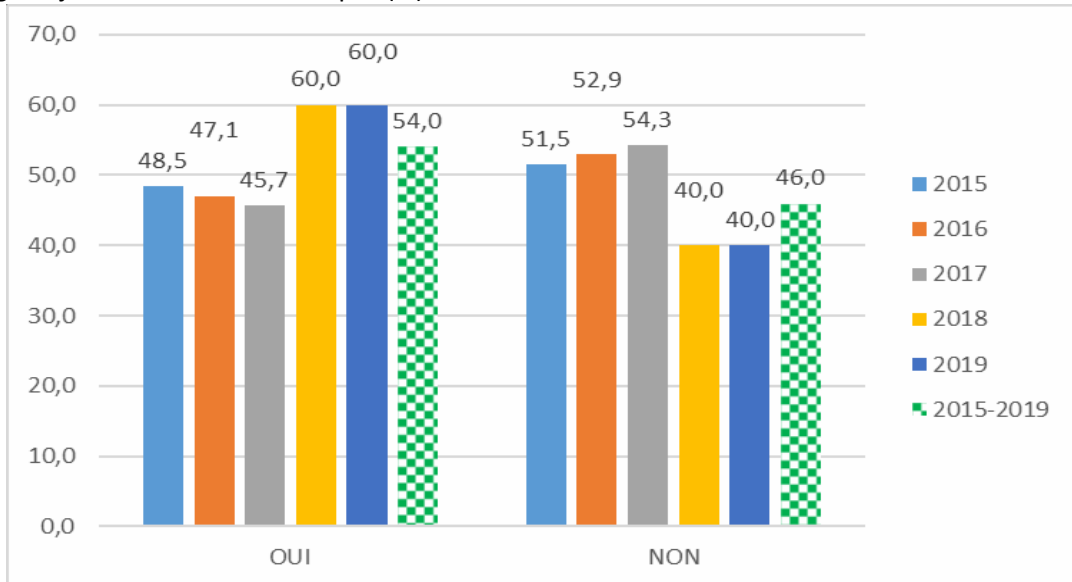
Over the past five years, only 38% of graduates have found a permanent job!

3) What engineers who didn't get job do in January (%):



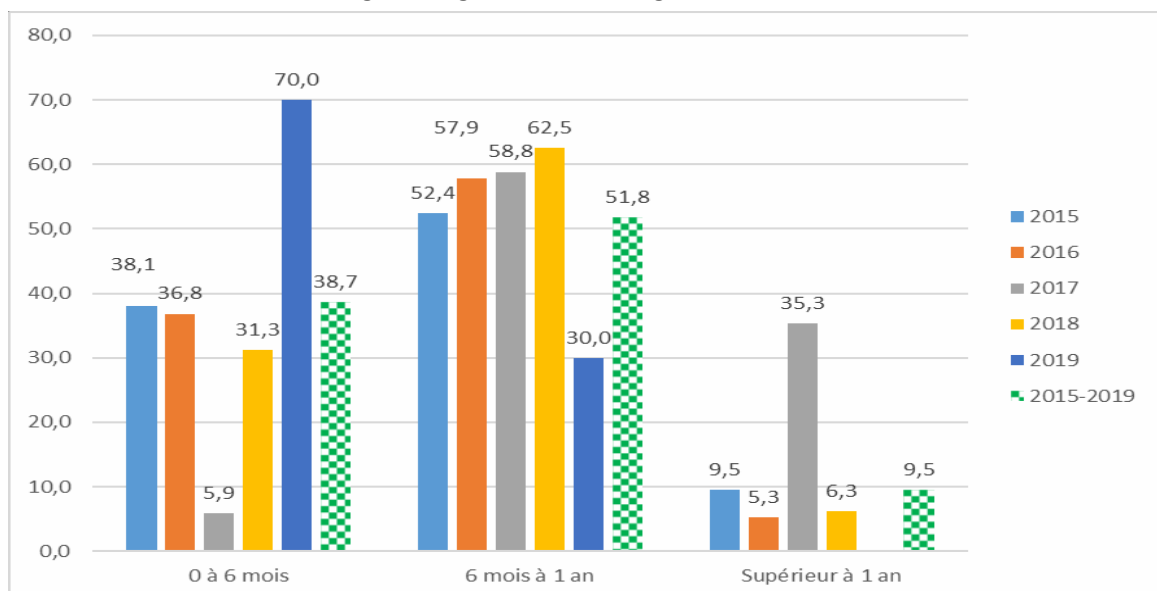
Over the past 5 years, 88 % of graduates have been actively looking for a job!

4) Did they get a job from their internships? (%):



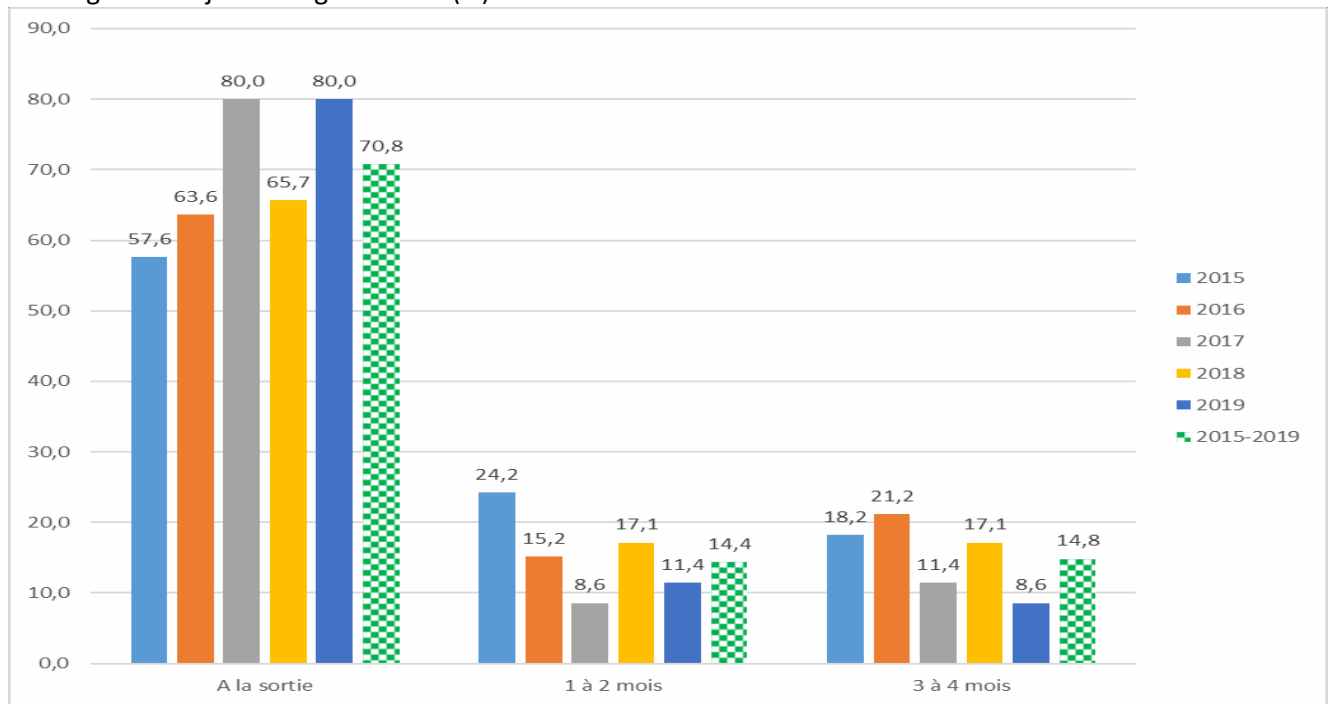
Over the past five years, 54% of graduates have found a job thanks to their internships!

5) For fixed-term contracts: Percentage of engineers according to the duration of their contract:



Over the past 5 years, about 52% of graduates have had a fixed-term contract for 6 months to 1 year!

6) Time to get a first job after graduation (%):



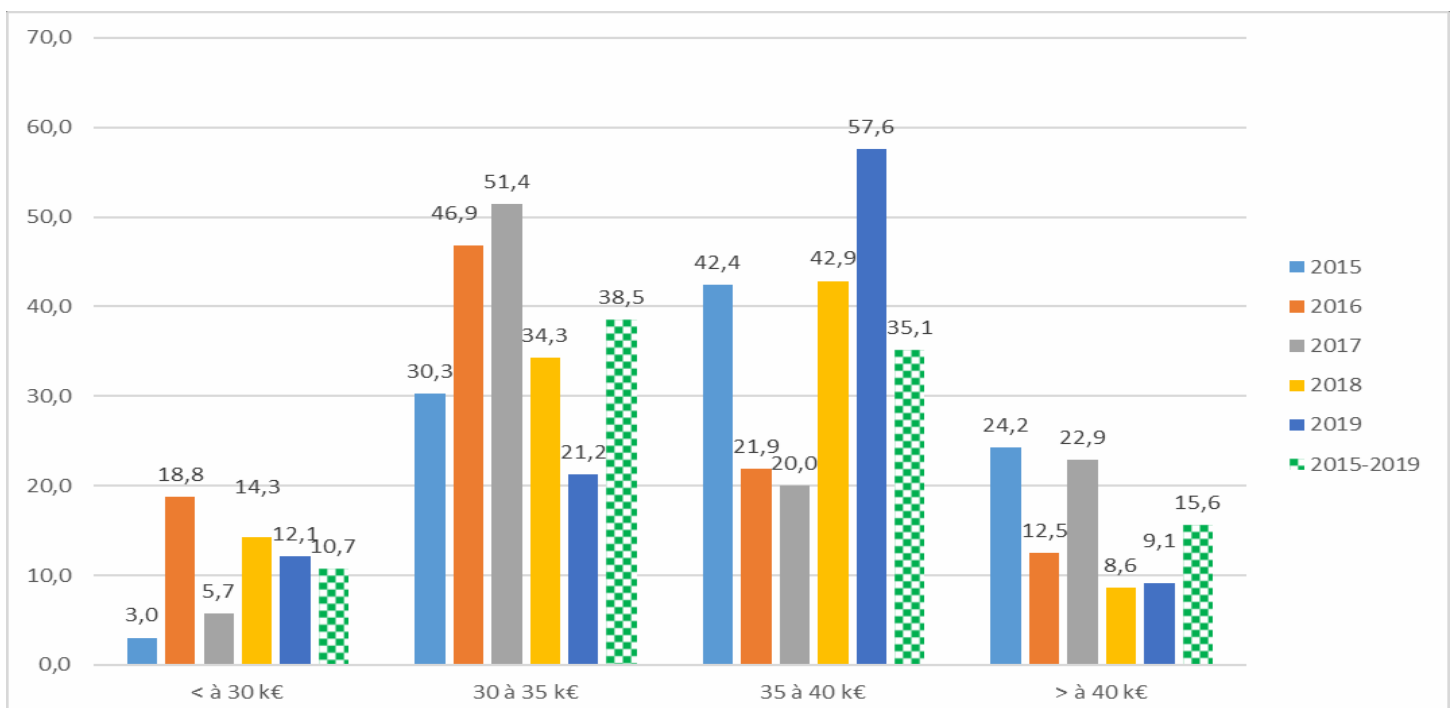
Over the past five years, 71% of graduates who have a job found a job after graduation, and 85% within 2 months!

7) Average and median gross salaries in k€:

	2015	2016	2017	2018	2019
Average gross salaries in k€:	38.4	35,3	36	33.7	38.5
Median gross salaries in k€:	36	32.7	34	35	37
School (Pack + EN) median gross salaries in k€:	35,0	33,3	34	35	36,5

Over the past five years, the average gross salary has been **36.3 k€**, and it increased this year. The median gross salary has been increasing since 2016!

8) Percentage of engineers according to their annual gross salaries in k€:



Over the past 5 years, 74% of graduates have had an annual gross salary with bonuses between 30 and 40 k€!

9) **Average gross salaries France/Abroad in k€ with bonuses:**

a. France

	2015		2016		2017		2018		2019	
Permanent contract	39,3		34,0		35,4		34,5		37,5	
Low-high ends	33.3	50	30,5	37	33.3	50	30,5	37	30	42
Fixed-term contract	35,8		33,4		34,8		32,4		36,6	
Low-high ends	30	45	26.4	43	30	45	26.4	43	29	47
On average:	36.2		33.2		35.1		33.7		36.9	

b. Abroad

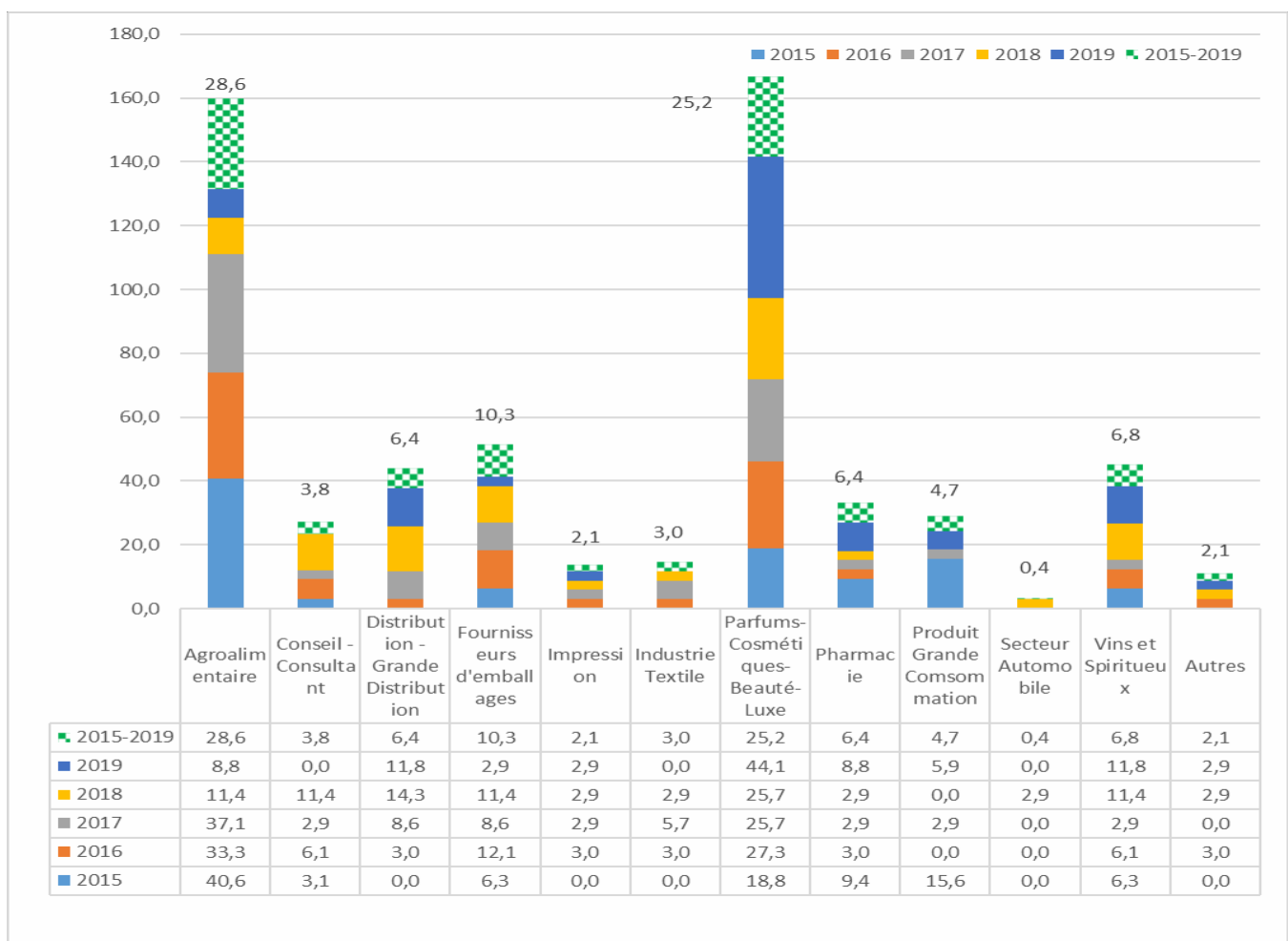
	2015	2016	2017	2018	2019
Permanent	44	38	39.5	36,5	*
Fixed-term	39	58.8	36	36,5	*
On average:	38.2	45	38.3	36.5	*

* : insignificant

10) Average salaries Men/Women in France and in k€ (permanent and fixed-term contracts):

	2015		2016		2017		2018		2019	
Men	35,8		32,7		39		34,7		37,8	
Low-high ends	30	43	28.8	36	30	43	28.8	36	32	42.5
Women	37		33.3		33.9		33,2		36.8	
Low-high ends	30	50	26.4	43	30	50	26.4	43	29	47

11) Percentage of engineers according to business sectors:



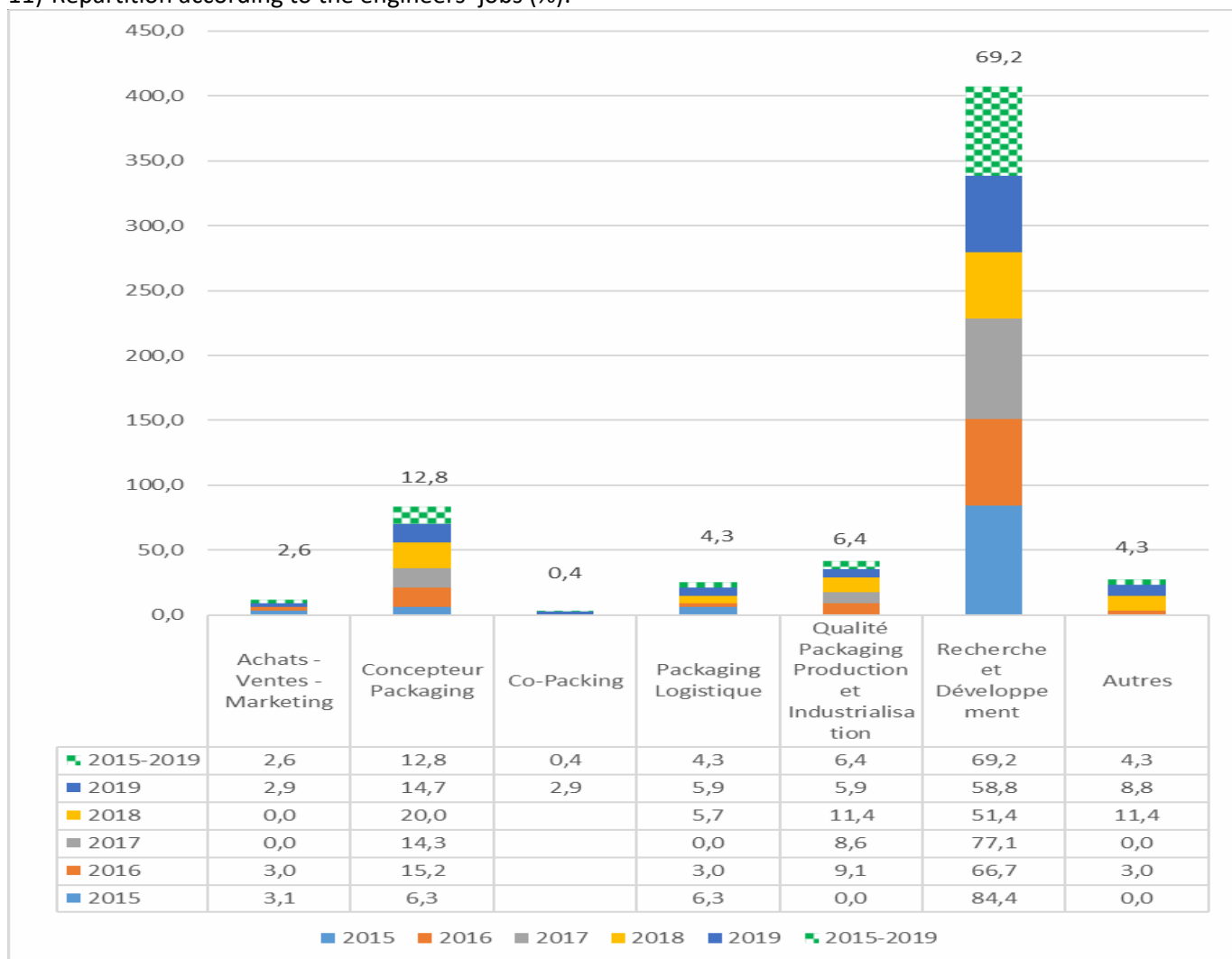
Over the past 5 years, 54% of graduates have had a job in the cosmetics sector and the food industry.

List of companies hiring graduates (Class of 2019) :

Décathlon	Retailing
Diadeis pour Danone	Printing
Gerflor	Other
Decathlon	Retailing
Belvedere Vodka - Polmos Żyrardów	Wine and spirits
LVMH Fragrance Brands	Perfumes-Cosmetics-Beauty-Luxury
Maesa	Perfumes-Cosmetics-Beauty-Luxury
Coty	Perfumes-Cosmetics-Beauty-Luxury
FAREVA CARE	Perfumes-Cosmetics-Beauty-Luxury
UNITHER PHARMACEUTICALS	Pharmaceutical industry
SODIP	Perfumes-Cosmetics-Beauty-Luxury
Guerlain	Perfumes-Cosmetics-Beauty-Luxury
ADEO (Leroy Merlin)	Distribution - Grande Distribution
3M France	Distribution - Grande Distribution
Johnson & Johnson	Pharmaceutical industry
Cartier Parfums	Perfumes-Cosmetics-Beauty-Luxury
MHCS - Dom Pérignon	Wine and spirits

MHCS - Veuve Clicquot	Wine and spirits
Coty	Perfumes-Cosmetics-Beauty-Luxury
Pharma & Beauty Group	Perfumes-Cosmetics-Beauty-Luxury
L'Oréal	Perfumes-Cosmetics-Beauty-Luxury
Coty	Perfumes-Cosmetics-Beauty-Luxury
Husky Injection Molding Systems	Other
Meiyume	Packaging suppliers
Ferring Pharmaceuticals	Pharmaceutical industry
Coty	Perfumes-Cosmetics-Beauty-Luxury
Unilever	Mass Market product
Maesa	Perfumes-Cosmetics-Beauty-Luxury
Yves Rocher	Perfumes-Cosmetics-Beauty-Luxury
Sisley	Perfumes-Cosmetics-Beauty-Luxury
U Enseigne	Food industry
Lactalis Groupe	Food industry
Danone	Food industry
Martell Mumm Perrier-Jouet	Wine and spirits

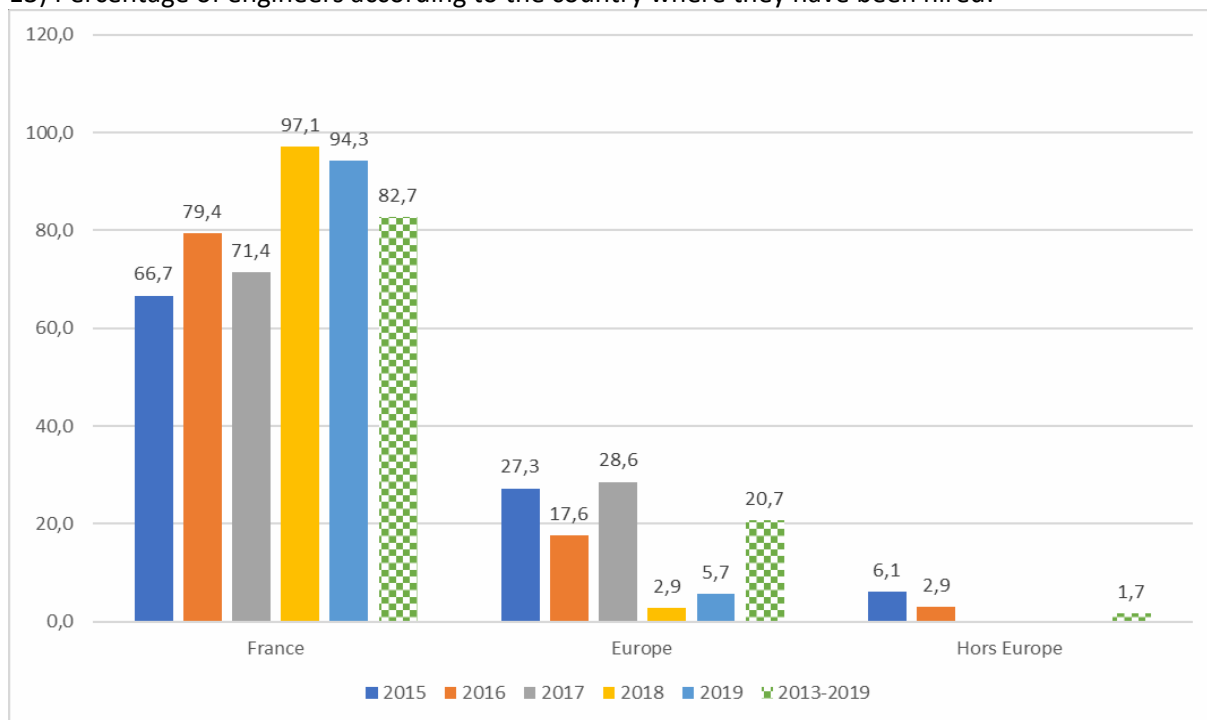
11) Repartition according to the engineers' jobs (%):



NB: Co-packing job was introduced in the 2019 survey.

Over the past 5 years, almost 70% of jobs are related to R&D!

13) Percentage of engineers according to the country where they have been hired:



Over the past 7 years, almost 83% of graduates have had a job in France! It's been increasing for 2 years...

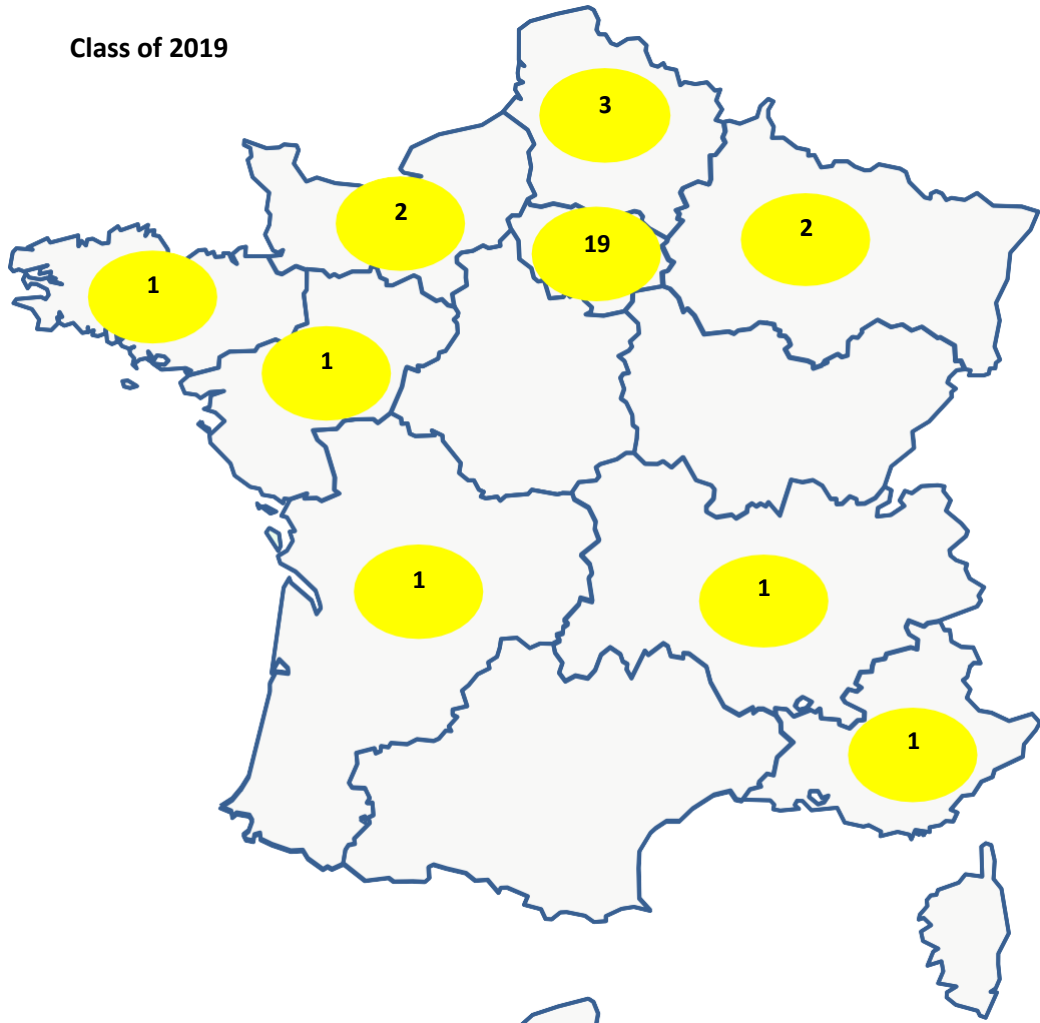
13-a) Geographical repartition of jobs abroad (**number** of engineers):

	2015	2016	2017	2018	2019	2013-2019
Germany	2		1			6
Belgium	2		3			7
Canada	1					2
Spain	1					2
United States	1					1
Great Britain	3	3	3	1		14
Luxembourg					1	1
The Netherlands			2			2
Switzerland	1	3	1		1	12

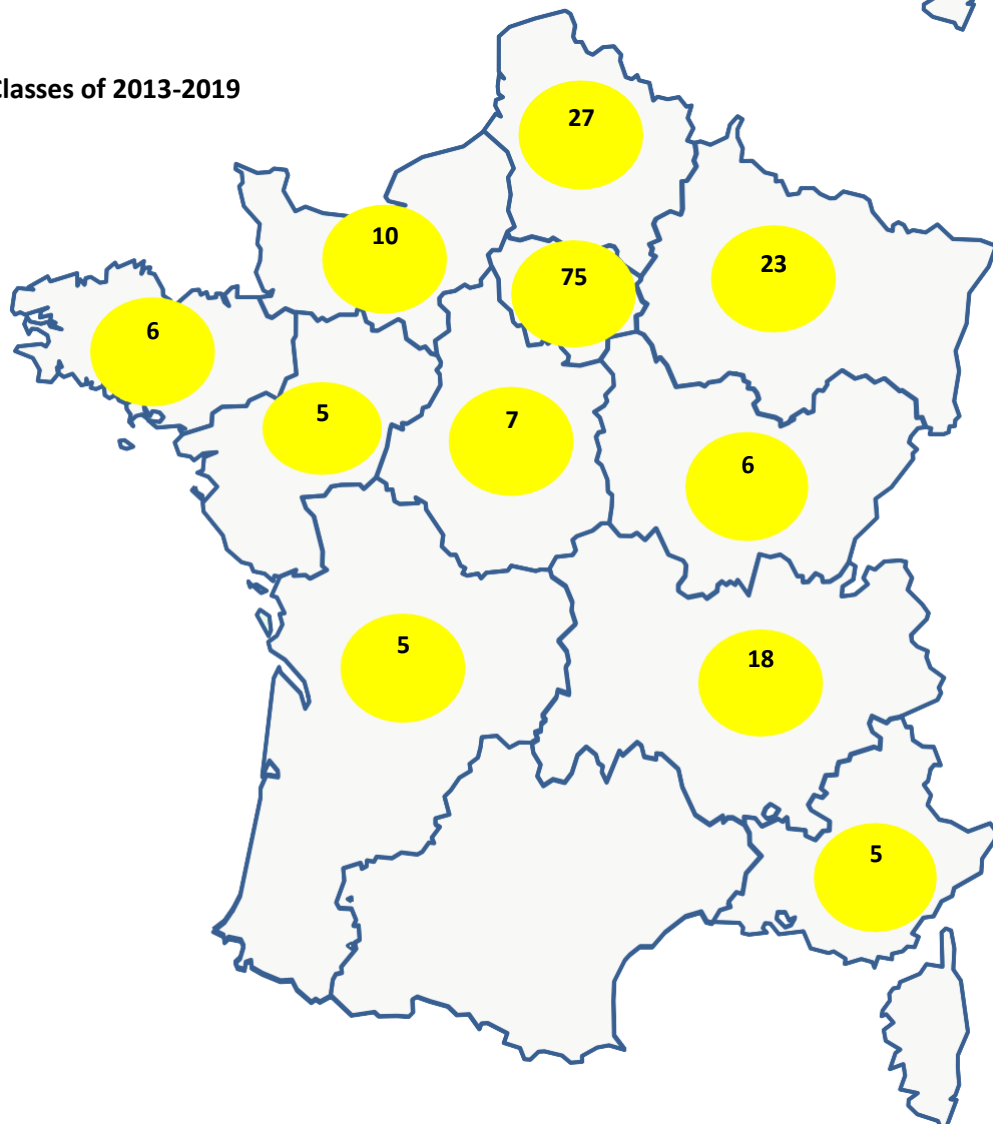
For the past 2 years we have seen a clear preference for working France rather than working abroad.

13b) Geographical repartition of jobs in France (**number** of engineers):

Class of 2019



Classes of 2013-2019



40% Parisian region!

14) Satisfaction survey about the different aspects of the occupied job:

	Very satisfied	Rather satisfied	Rather unsatisfied	Unsatisfied
	(%)	(%)	(%)	(%)
	2019	2019	2019	2019
Autonomy in the job	67,6	32,4	0,0	0,0
Relations with supervisors	73,5	23,5	2,9	0,0
Work atmosphere	76,5	20,6	2,9	0,0
Geographical localisation	38,2	47,1	11,8	2,9
Interest in missions	64,7	32,4	2,9	0,0
Type of work contract	47,1	41,2	8,8	2,9
Material working conditions	64,7	35,3	0,0	0,0
Balance between professional and private lives	47,1	41,2	8,8	2,9
Workload	23,5	67,6	8,8	0,0
Evolution prospects	20,6	52,9	23,5	2,9
Salary	44,1	38,2	14,7	2,9

	Very satisfied	Rather satisfied	Rather unsatisfied	Unsatisfied
	(%)	(%)	(%)	(%)
	2018-2019	2018-2019	2018-2019	2018-2019
Autonomy in the job	65,2	34,8	0,0	0,0
Relations with supervisors	68,1	26,1	4,3	1,4
Work atmosphere	69,6	29,0	1,4	0,0
Geographical localisation	37,7	40,6	18,8	2,9
Interest in missions	53,6	44,9	1,4	0,0
Type of work contract	44,9	37,7	15,9	1,4
Material working conditions	53,6	44,9	1,4	0,0
Balance between professional and private lives	42,0	44,9	10,1	2,9
Workload	23,2	66,7	8,7	1,4
Evolution prospects	23,2	50,7	20,3	5,8
Salary	31,9	46,4	15,9	5,8

Over the past two years, 2018-2019:



Autonomy, work atmosphere, interest in missions, material conditions, relations with supervisors, type of contract, workload (Between 100 and 90% of very to rather satisfied)



Geographical localisation, balance between professional and private lives, salary (Between 90% and 75% of very to rather satisfied)



Evolution prospects (More than 25% of rather to totally unsatisfied)

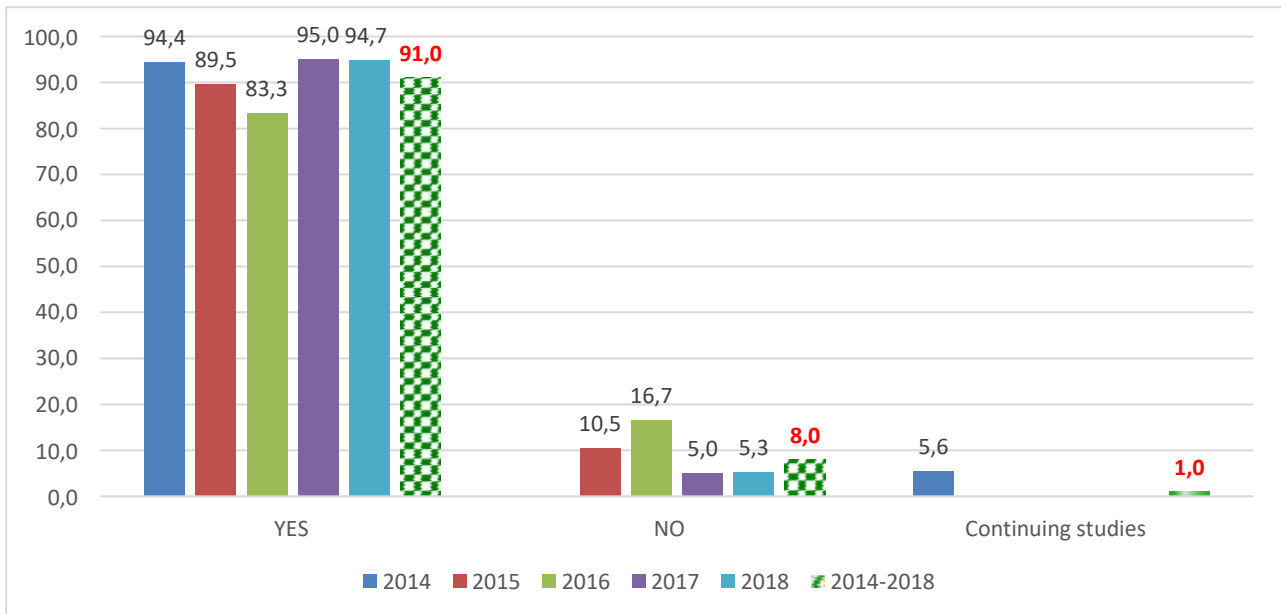
Energy: Survey results: Jobs 16 months after graduation

Survey carried out in January for classes from 2014 to 2018 (past 5 years)

Foreword:

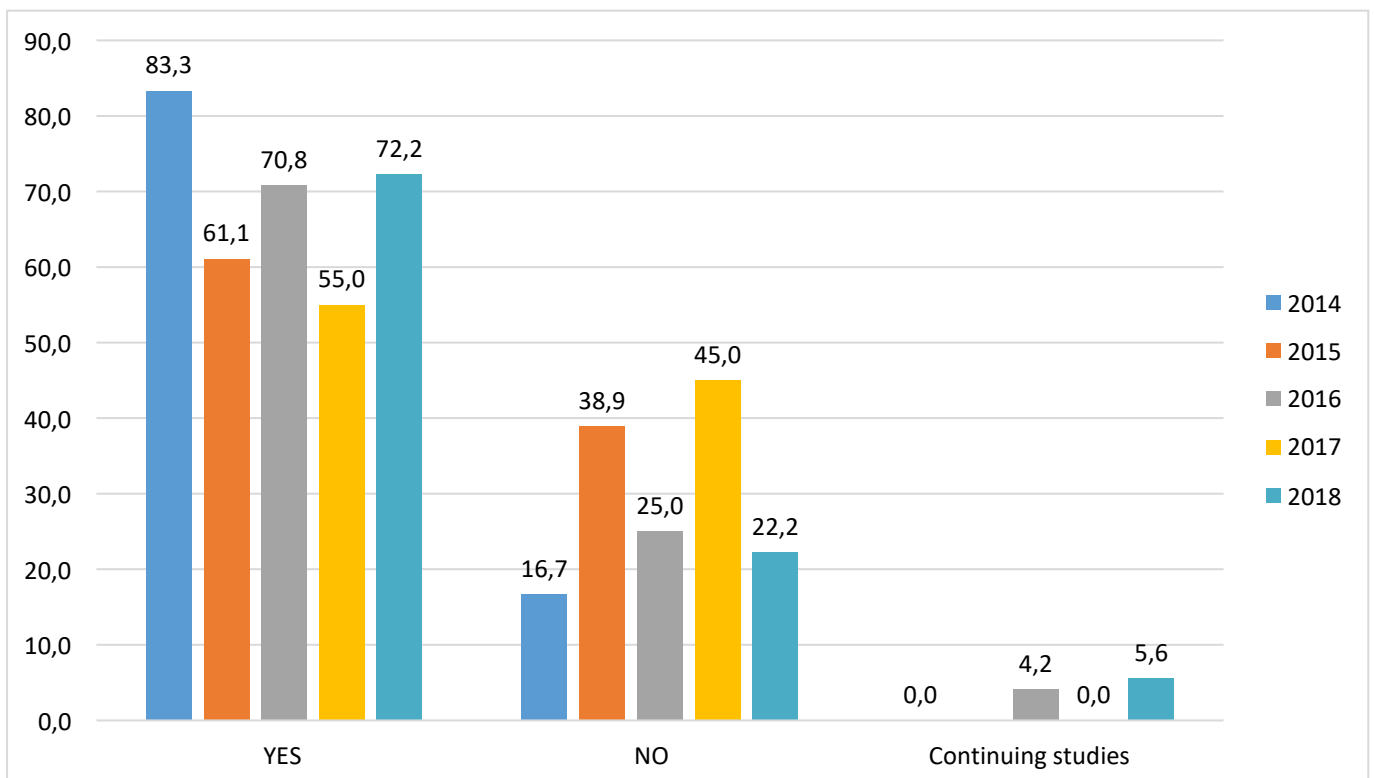
Classes:	2014	2015	2016	2017	2018
Number of students:	20	19	26	23	27
Number of graduates (with TOEIC):	18	19	24	20	19
Number of answers received from graduates with TOEIC:	18	19	24	20	19
% of received answers / graduates with TOEIC:	100	100	100	100	100

1) After one year: percentage of engineers having a job or not:

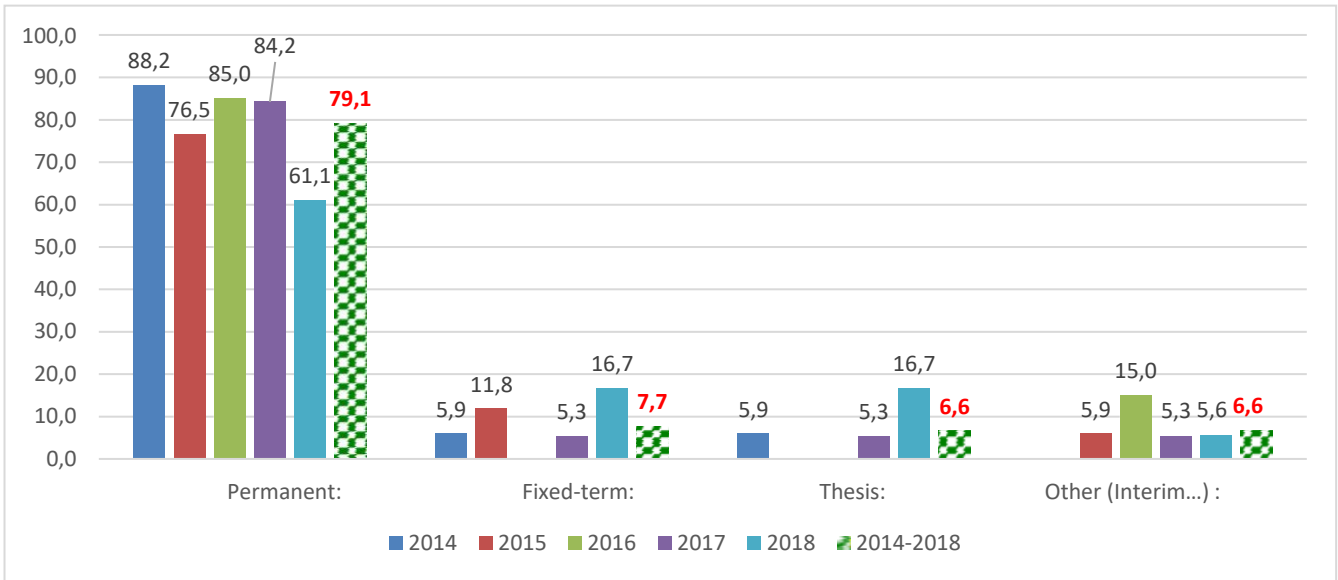


Over the past five years, 90% of graduates have found a job at least once after 16 months!

Reminder: 1 year before

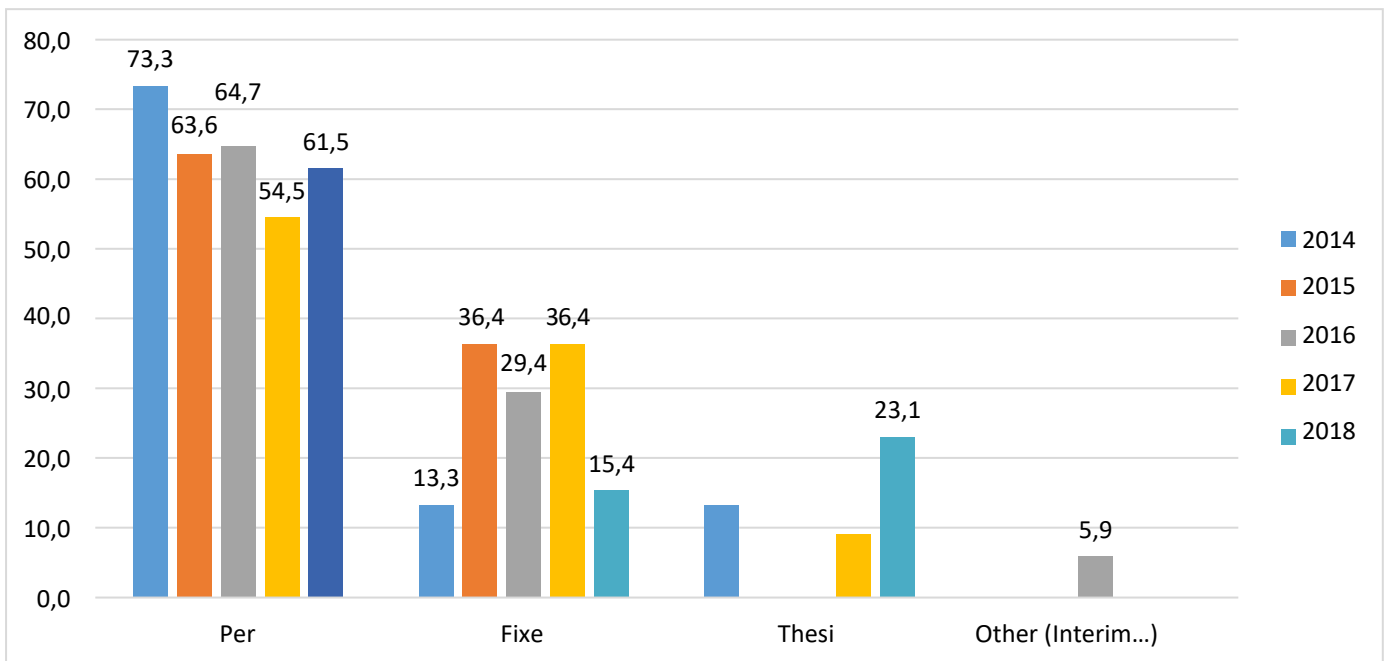


2) After 1 year: Percentage of permanent contracts and fixed-term contracts:

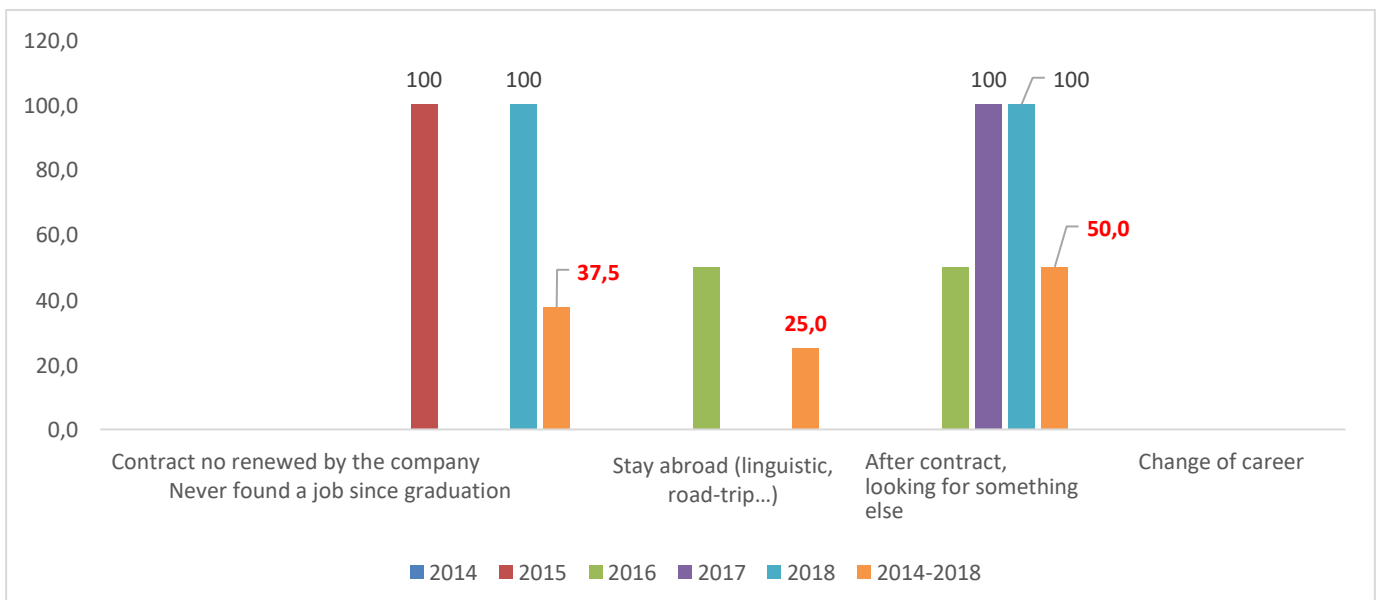


Over the past five years, 80% of graduates have found a permanent job after 16 months!

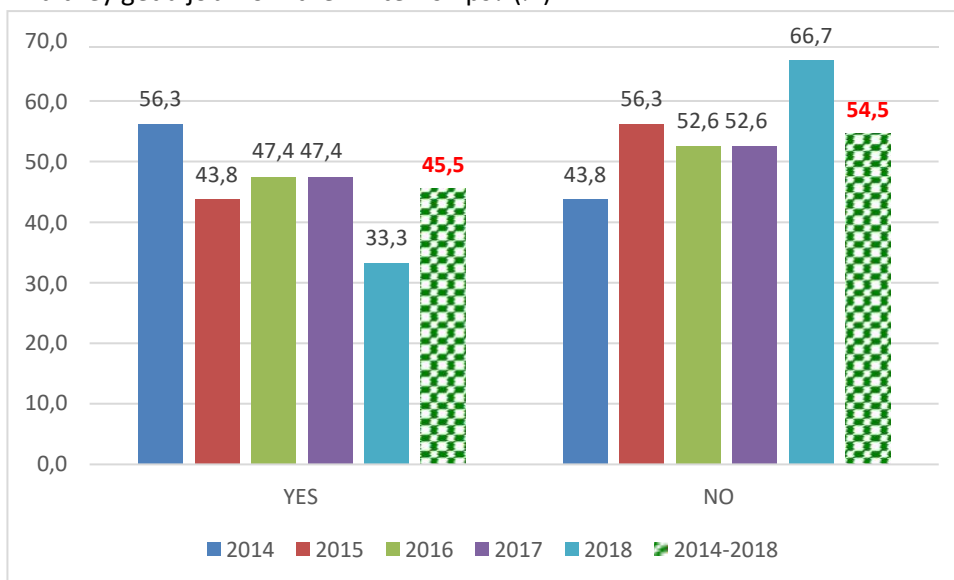
Reminder 1 year before:



3) What engineers who didn't get a job do in January (number of engineers):



4) Did they get a job from their internships? (%):



Over the past five years, 46% of graduates have found a job thanks to their internships!

5) Evolution of fixed-term contracts after one year (%):

	2014	2015	2016	2017	2018	2014-2018
Fixed-term to permanent contract in same company	0,0	25,0	42,9	50,0	0,0	28,6
Fixed-term to permanent contract in different company	66,7	50,0	0,0	0,0	0,0	19
Still fixed-term contract in same company	33,3	25,0	14,3	25,0	33,3	23,8
Still fixed-term contract in different company	0,0	0,0	0,0	25,0	0,0	4,0
Fixed-term contract not renewed: jobless	0,0	0,0	42,9	0,0	66,7	23,8

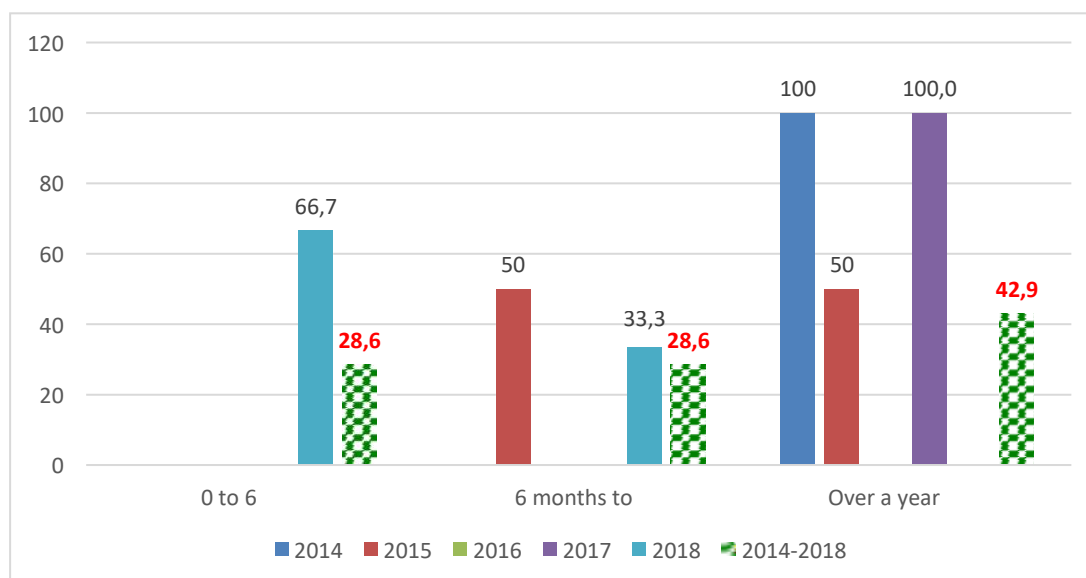
In the last 5 classes, 48% of graduates get a permanent contract after a fixed-term contract!

6) Evolution of permanent contracts after one year (%):

	2014	2015	2016	2017	2018	2014-2018
Still permanent contract same company	100	100	80,0	66,7	77,8	86,8
Still permanent contract in different company	0	0	20,0	33,3	22,2	13,2
Others (other fixed-term contracts, career change...)	0	0	0,0	0,0	0,0	0,0

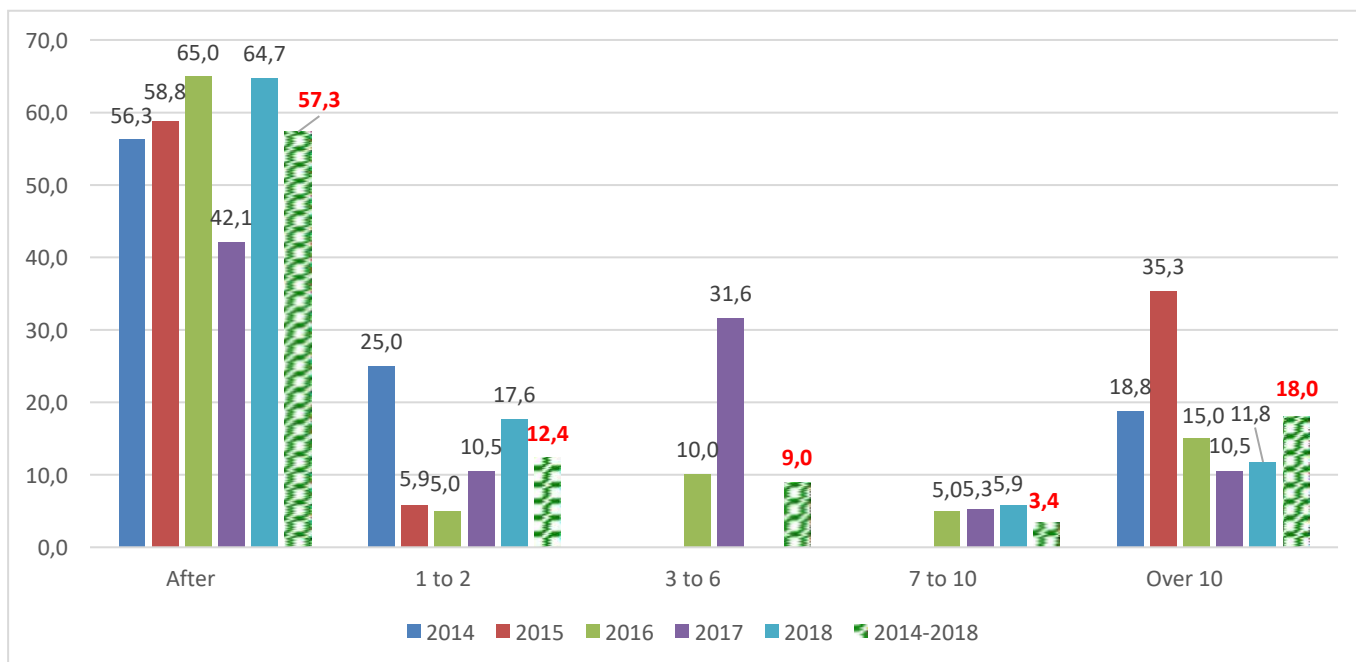
In the last 5 classes, 87% of graduates who have had a permanent contract since their first job are still in the same company!

7) For fixed-term contracts: Percentage of engineers according to the duration of their contract:



Over the past 5 years, 43% of graduates have had a contract superior to 1 year!

8) Time to get a first job after graduation (%):



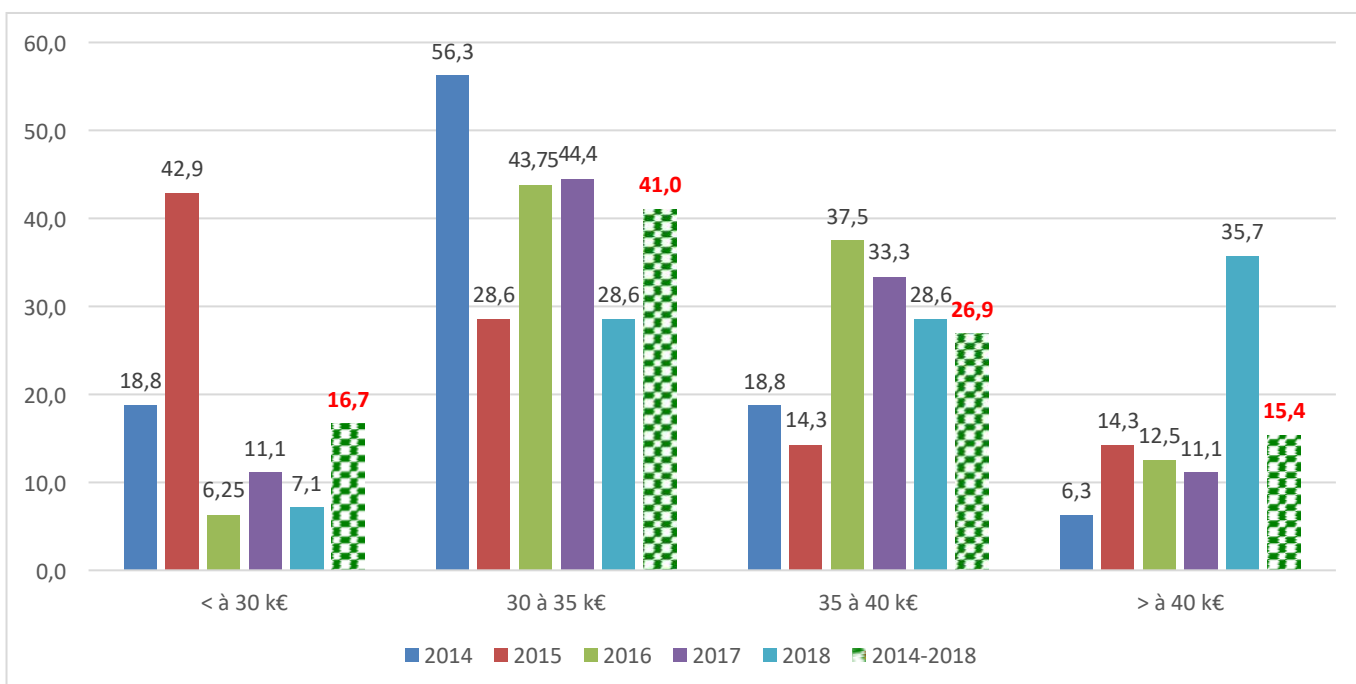
Over the past five years, almost 70% of graduates who have a job have found a job within 2 months!

9) Average and median gross salaries in k€:

	2014	2015	2016	2017	2018
Average gross salaries in k€ (with bonuses):	32,4	35,0	35	36,1	36,3
<i>Reminder: salaries 1 year before</i>	32	32,1	34,1	35,7	30,7
Median gross salaries in k€ (with bonuses):	32	32,0	35	34	37
<i>Reminder: salaries 1 year before</i>	32,2	30,0	33,5	35	34,2
School (Pack + EN) median gross salaries in k€ with bonuses:	34,7	36,0	34,8	36	36
<i>Reminder: salaries 1 year before</i>	33,3	35,0	33,3	34	35

Over the past five years, the average gross salary has been **34.9 k€!**

10) Percentage of engineers according to their annual gross salaries in k€ :



Over the past 5 years, more than 83% of graduates have had an annual gross salary between 30 and 40 k€!

11) a) Average gross salaries France/Abroad in k€ with bonuses:

a) In France:

	2014		2015		2016		2017		2018	
Permanent contract	31,7		32,1		34,8		36,4		38,1	
Low-high ends	26,4	36	28	36	26,4	43,8	28	69	30	40
Fixed-term contract	43		28		39,6		33,5		29	
Low-high ends	43	43	28	28	39,6	39,6	30	37	22,8	34
On average:	32,4		31,3		35		36,1		36,3	
<i>Reminder: salaries 1 year before</i>	31,9		31,5		34		35,7		30,7	
<i>Low-high ends</i>	21,9	44	27	39	30	37	28	69	22	35

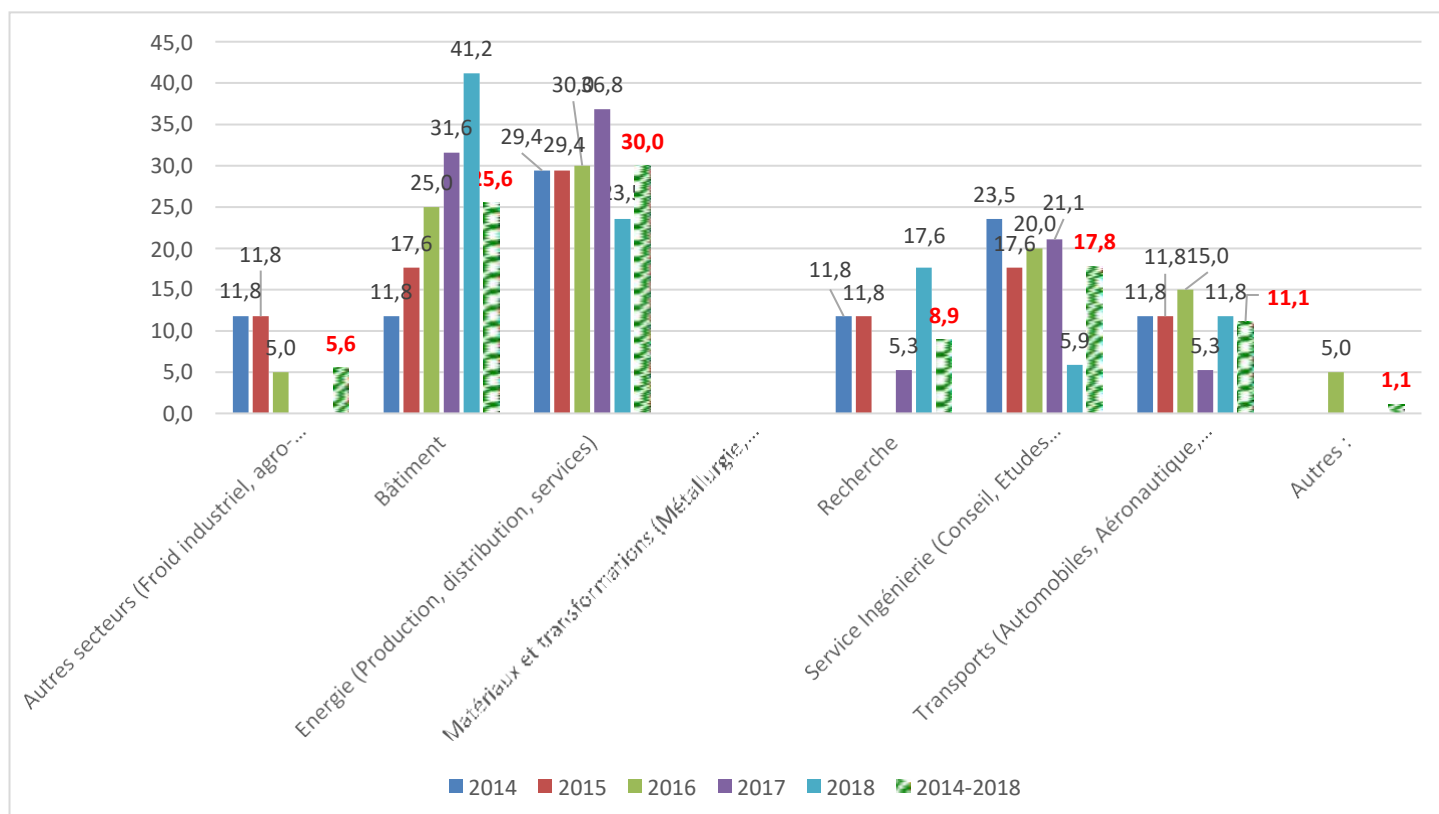
b) Abroad:

	2014	2015	2016	2017	2018
Permanent contract	x	48,3	x	x	X
Fixed-term contract	x	x	x	x	X
On average:	x	48,3	x	x	X
<i>Reminder: salaries 1 year before</i>	x	35	x	x	x

12) Salaires moyens Hommes / Femmes en France et en k€ avec primes en CDD et CDI :

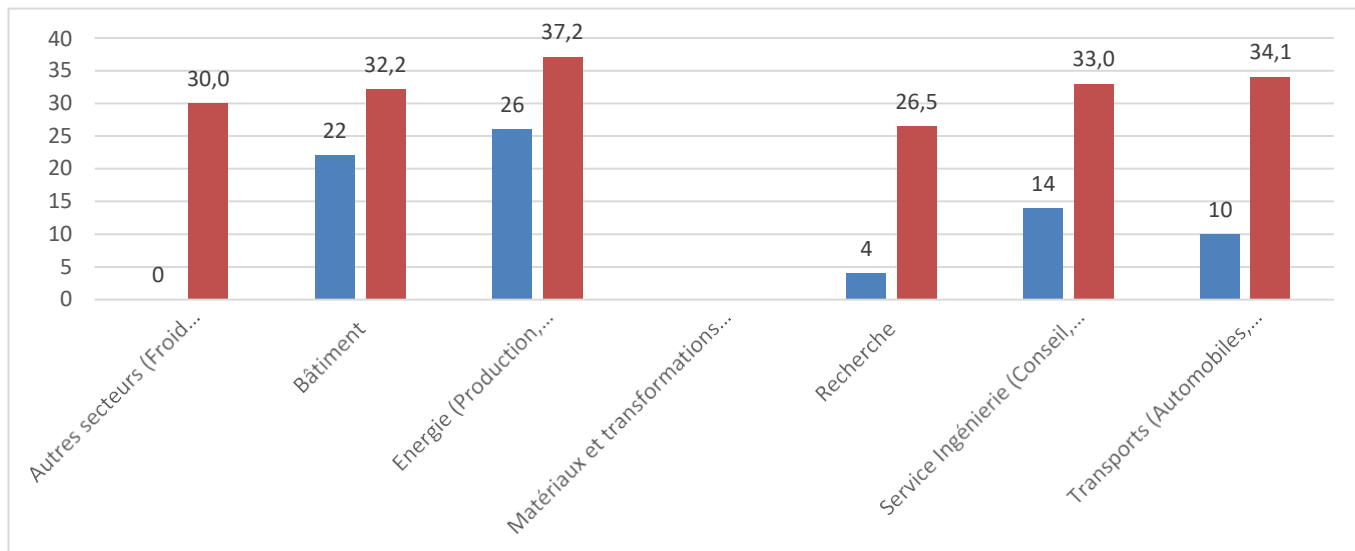
	2014		2015		2016		2017		2018	
Men	32,7		31,3		35,2		36,6		33,8	
Low-high ends	28	43	28	36	26,4	43,8	28	69	22,8	40
<i>Reminder: salaries 1 year before</i>	31,6		30,5		33,2		36,6		34,3	
Women	31,6		x		34,5		34,3		34,8	
Low-high ends	26,4	35,9	x	x	30,5	37	31,2	38	33	36,5
<i>Reminder: salaries 1 year before</i>	32,7		x		35,3		32		23,5	

13) Percentage of engineers according to business sectors:



Over the past 5 years, 30% of graduates have had a job rather in the energy sector (services, production and distribution).

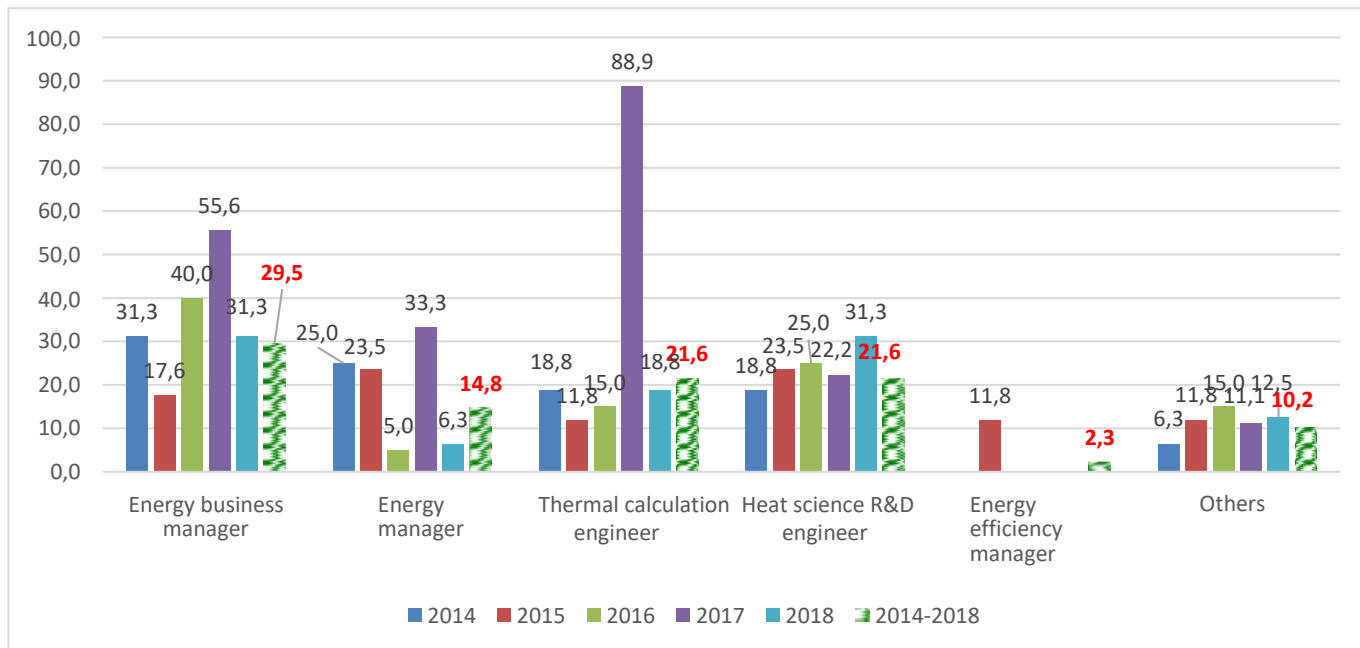
14) Average gross salaries in France, in k€, permanent and fixed-term contracts, according to business sectors:



In blue: Number of engineers according to their business sectors, who responded to the survey, over the past 5 years.

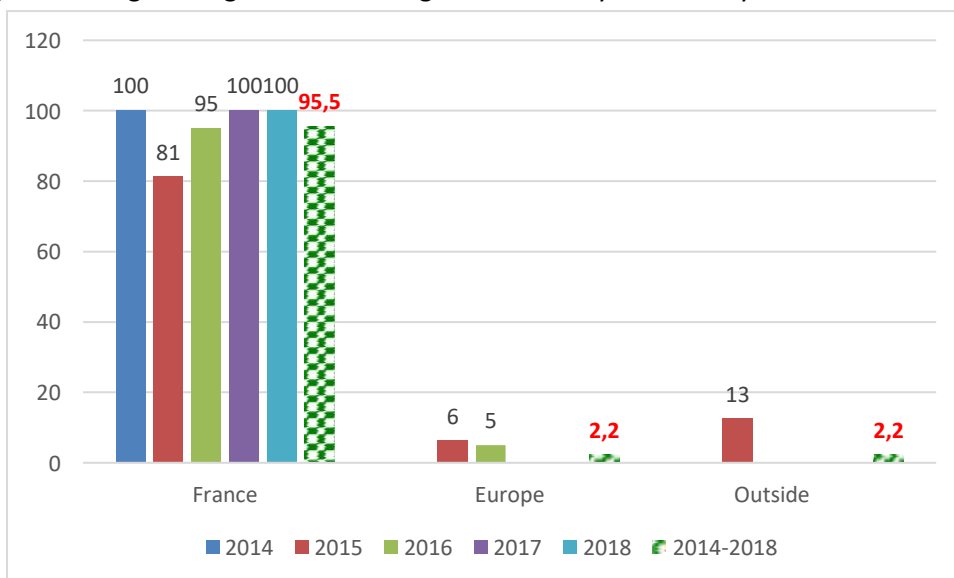
In red: average gross salary in k€ from 2014 to 2018 after working for more than a year.

15) Repartition according to the engineers' jobs (%):



Over the past 5 years, 47% of jobs are related to the energy sector, and 43% to the heat sector.

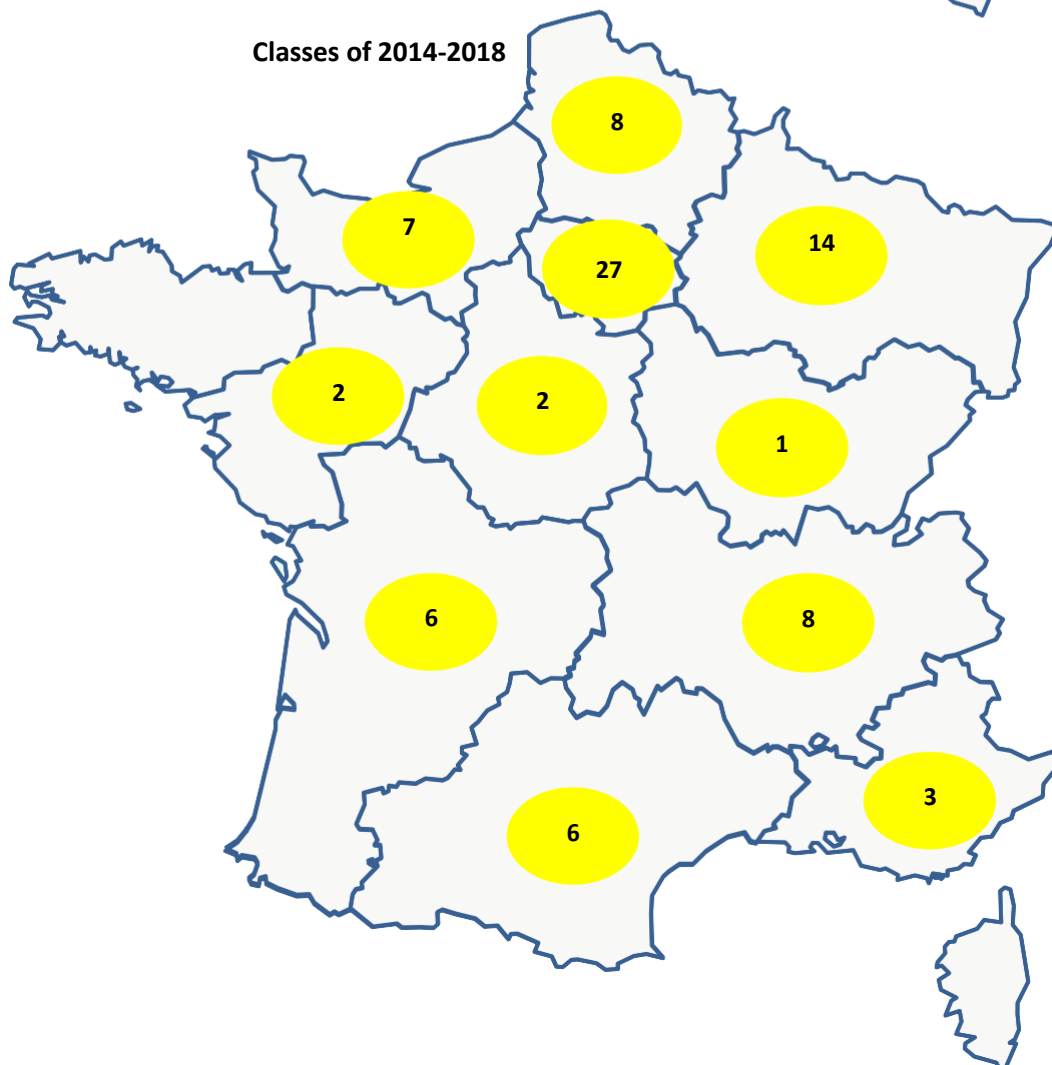
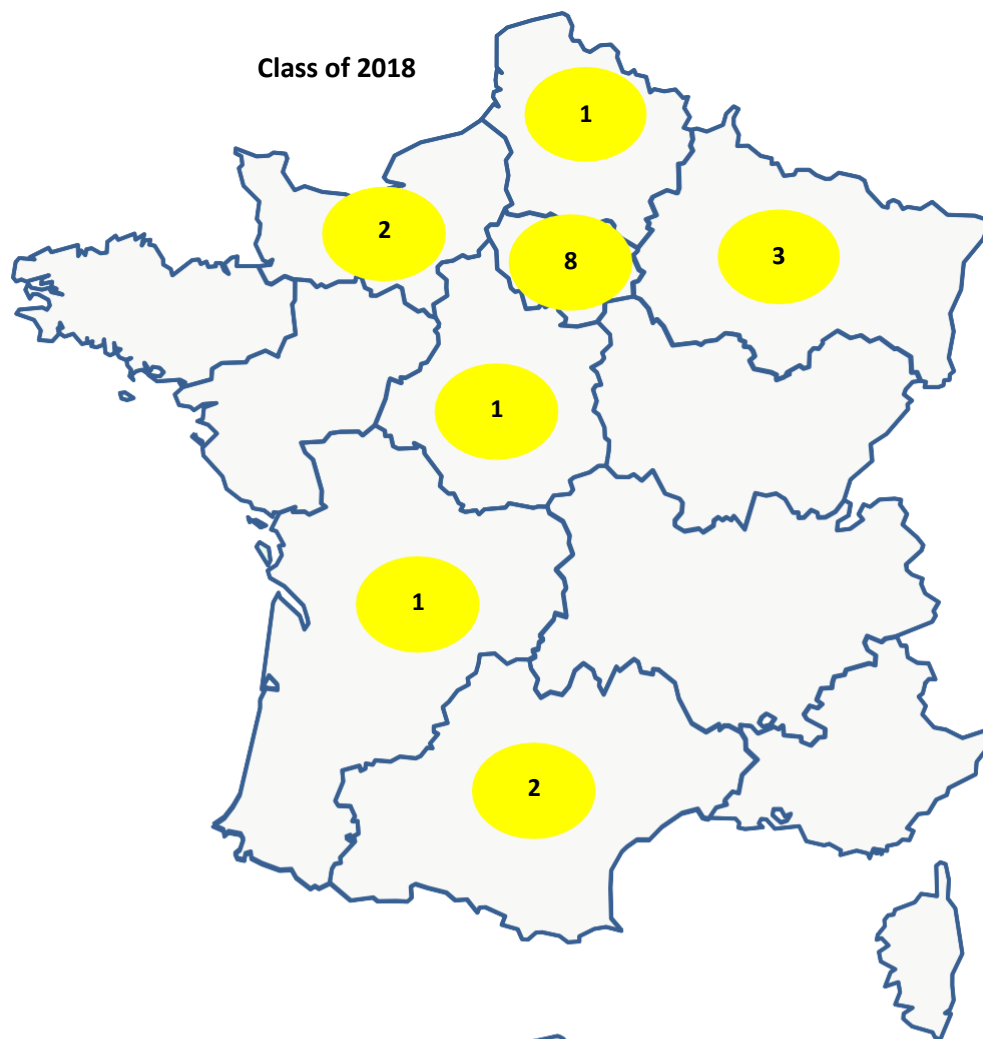
16) Percentage of engineers according to the country where they have been hired:



17) Geographical repartition of jobs abroad (**number** of engineers):

	2014	2015	2016	2017	2018	2012-2018
Germany	0	1	0	0	0	1
Djibouti	0	1	0	0	0	1
United States	0	1	0	0	0	1
Luxembourg	0	0	1	0	0	1

18) Geographical repartition of jobs in France (number of engineers):



16) Satisfaction survey about the different aspects of the occupied job:

	Very satisfied	Very satisfied	Rather satisfied	Rather satisfied	Rather unsatisfied	Rather unsatisfied	Unsatisfied	Unsatisfied	Total	Total
	(nb)	(%)	(nb)	(%)	(nb)	(%)	(nb)	(%)	(nb)	(%)
	2018	2018	2018	2018	2018	2018	2018	2018	2018	2018
Autonomy in the job	5	27,8	13	72,2	0	0,0	0	0,0	18	100,0
Relations with supervisors	12	66,7	5	27,8	1	5,6	0	0,0	18	100,0
Work atmosphere	12	66,7	6	33,3	0	0,0	0	0,0	18	100,0
Geographical localisation	9	50,0	5	27,8	4	22,2	0	0,0	18	100,0
Interest in missions	11	61,1	7	38,9	0	0,0	0	0,0	18	100,0
Type of work contract	12	66,7	3	16,7	3	16,7	0	0,0	18	100,0
Material working conditions	10	55,6	7	38,9	1	5,6	0	0,0	18	100,0
Balance between professional and private lives	5	27,8	11	61,1	2	11,1	0	0,0	18	100,0
Workload	3	16,7	12	66,7	3	16,7	0	0,0	18	100,0
Evolution prospects	9	50,0	7	38,9	2	11,1	0	0,0	18	100,0
Salary	2	11,1	12	66,7	4	22,2	0	0,0	18	100,0

	Very satisfied	Very satisfied	Rather satisfied	Rather satisfied	Rather unsatisfied	Rather unsatisfied	Unsatisfied	Pas du tout satisfait
	(nb)	(%)	(nb)	(%)	(nb)	(%)	(nb)	(en %)
	2017-2018	2017-2018	2017-2018	2017-2018	2017-2018	2017-2018	2017-2018	2017-2018
Autonomy in the job	14	38,9	20	55,6	2	5,6	0	0,0
Relations with supervisors	22	61,1	12	33,3	2	5,6	0	0,0
Work atmosphere	23	63,9	13	36,1	0	0,0	0	0,0
Geographical localisation	15	41,7	17	47,2	4	11,1	0	0,0
Interest in missions	16	44,4	18	50,0	2	5,6	0	0,0
Type of work contract	23	63,9	9	25,0	4	11,1	0	0,0
Material working conditions	17	47,2	16	44,4	3	8,3	0	0,0
Balance between professional and private lives	8	22,2	26	72,2	2	5,6	0	0,0
Workload	6	16,7	23	63,9	6	16,7	1	2,8
Evolution prospects	15	41,7	14	38,9	7	19,4	0	0,0
Salary	2	5,6	28	77,8	5	13,9	1	2,8

Over the past two years:



Autonomy, work atmosphere, interest in missions, relations with supervisors, balance between professional and private lives. (Between 100 and 90% of very to rather satisfied)



Geographical localization, salary, workload, material conditions, type of work contract, evolution prospects. (Between 90% and 75% of very to rather satisfied)



Nothing! (More than 25% of rather to totally unsatisfied)

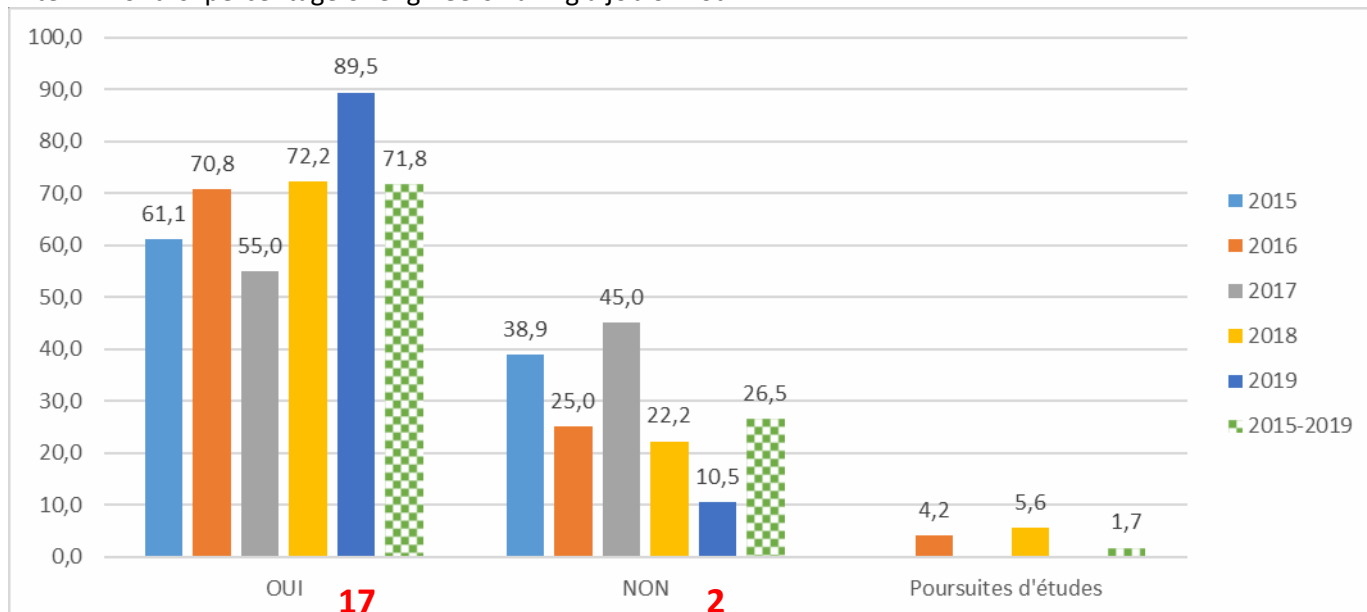
Energy: Survey results: Jobs after 4 months

Survey carried out in January for classes from 2015 to 2019 (past 5 years)

Foreword:

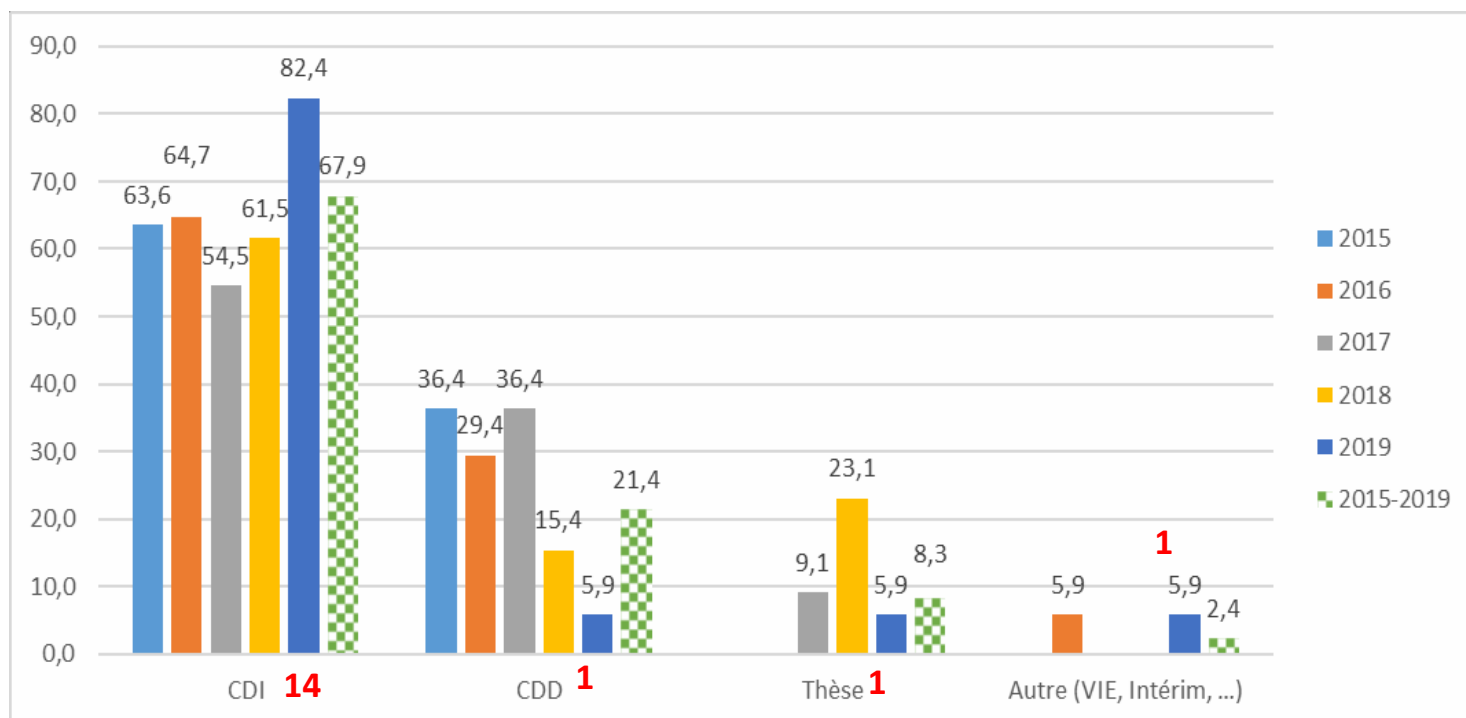
EN	Classes:	2015	2016	2017	2018	2019
Number of students:		19	26	23	27	21
Number of graduates (with TOEIC):		18	24	19	18	19
Number of answers received from graduates with TOEIC:		18	24	19	18	19
% of received answers / graduates with TOEIC:		100	100	100	100	100

1) After 4 months: percentage of engineers having a job or not:



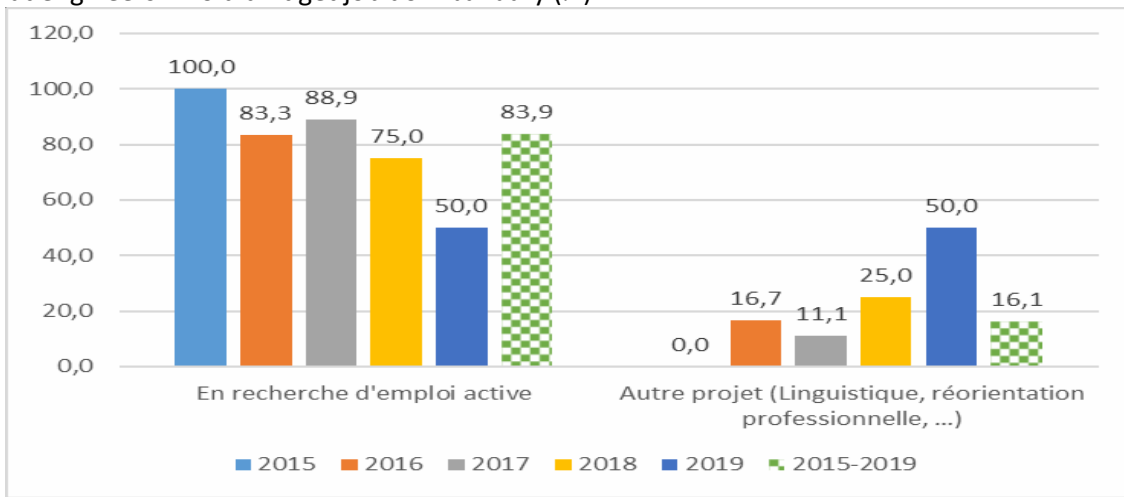
Over the past five years, 72% of graduates have found a job after 4 months! (In red, number of graduates)

2) Percentage of permanent contracts and fixed-term contracts:



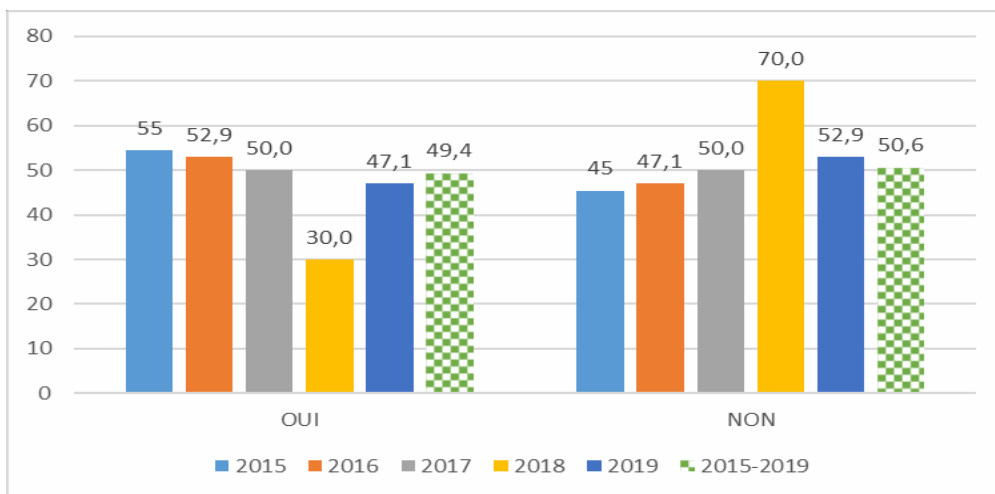
Over the past five years, 68% of graduates have found a permanent job!

3) What engineers who didn't get job do in January (%):



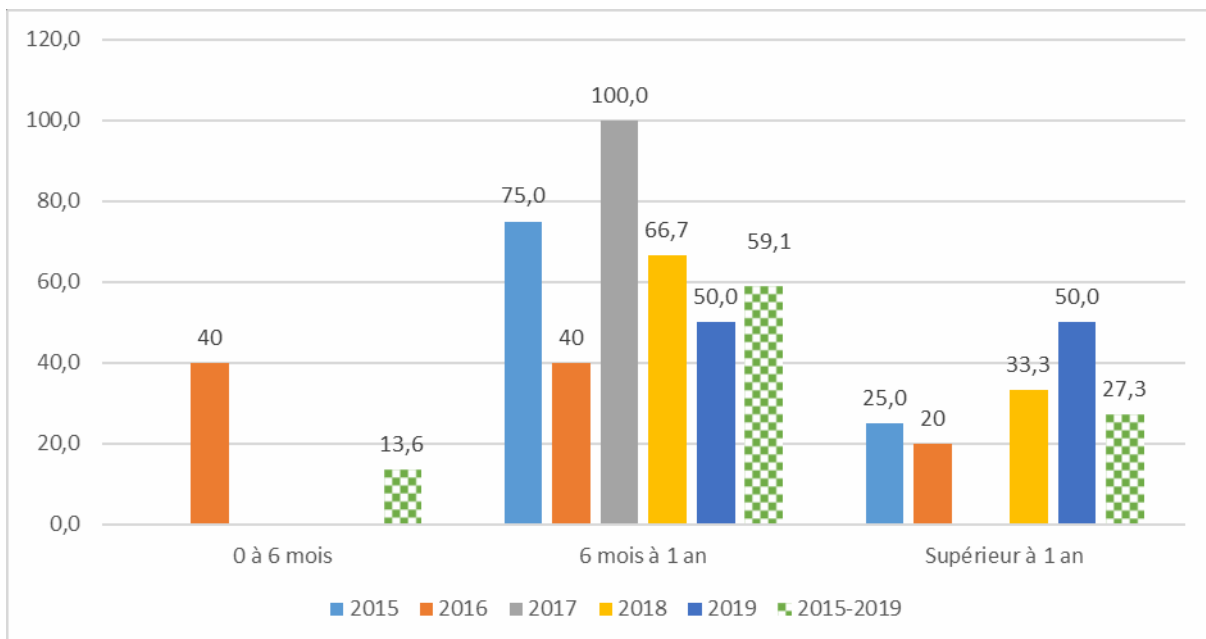
Over the past 5 years, 84 % of graduates have been actively looking for a job!

4) Did they get a job from their internships? (%):



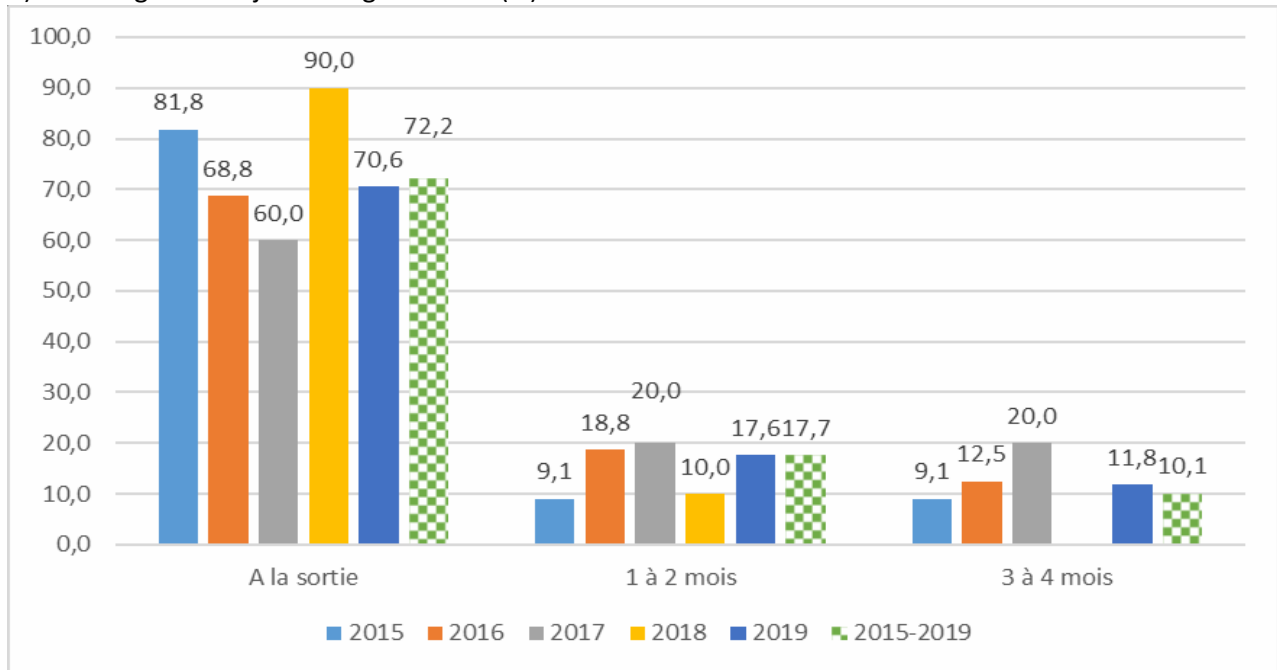
Over the past five years, almost 50% of graduates have found a job thanks to their internships!

5) For fixed-term contracts: Percentage of engineers according to the duration of their contract:



Over the past 5 years, almost 60% of graduates have had a fixed-term contract for 6 months to 1 year!

6) Time to get a first job after graduation (%):



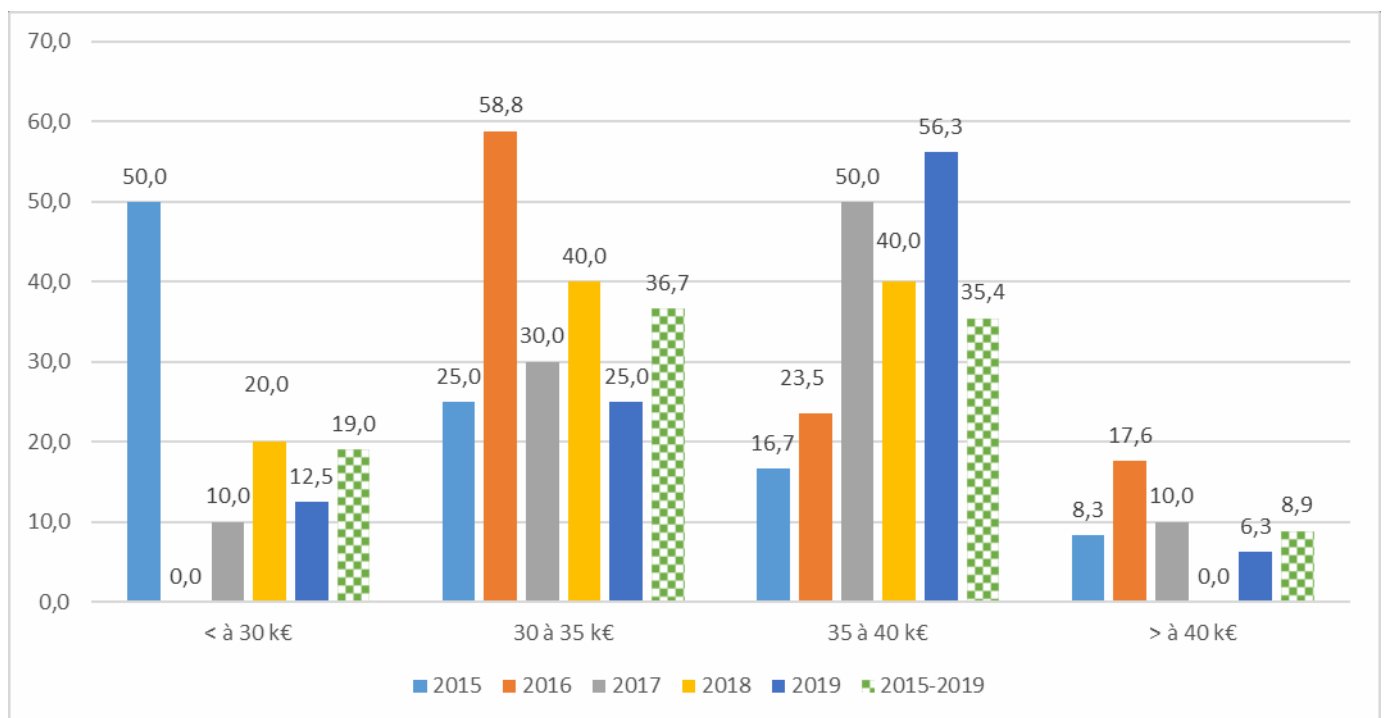
Over the past five years, 72% of graduates who have a job found a job after graduation, and 90% within 2 months!

7) Average and median gross salaries in k€:

	2015	2016	2017	2018	2019
Average gross salaries in k€:	32,1	34,1	35,7	30,7	34,7
Median gross salaries in k€:	30,0	33,5	35	34,2	36
School (Pack + EN) median gross salaries in k€:	35,0	33,3	34	35	36,5

Over the past six years, the average gross salary has been **34.1 k€** and it has highly increased this year compared to last year. **2019 median salary has been the highest in the past 5 years!**

8) Percentage of engineers according to their annual gross salaries in k€:



Over the past 5 years, 72% of graduates have had an annual gross salary between 30 and 40 k€!

9) Average gross salaries France/Abroad in k€ with bonuses:

a. France

	2015		2016		2017		2018		2019	
Permanent contract	31,7		34,0		37,3		34,9		34.6	
Low-high ends	27,0	39	30,5	37	27,0	39	30,5	37	27.6	41.6
Fixed-term contract	30,5		32,0		33,2		22,2		34	
Low-high ends	28,0	33	30,0	33	28,0	33	30,0	33	34	34
On average:	31,5		34,0		35,7		30,7		34.5	

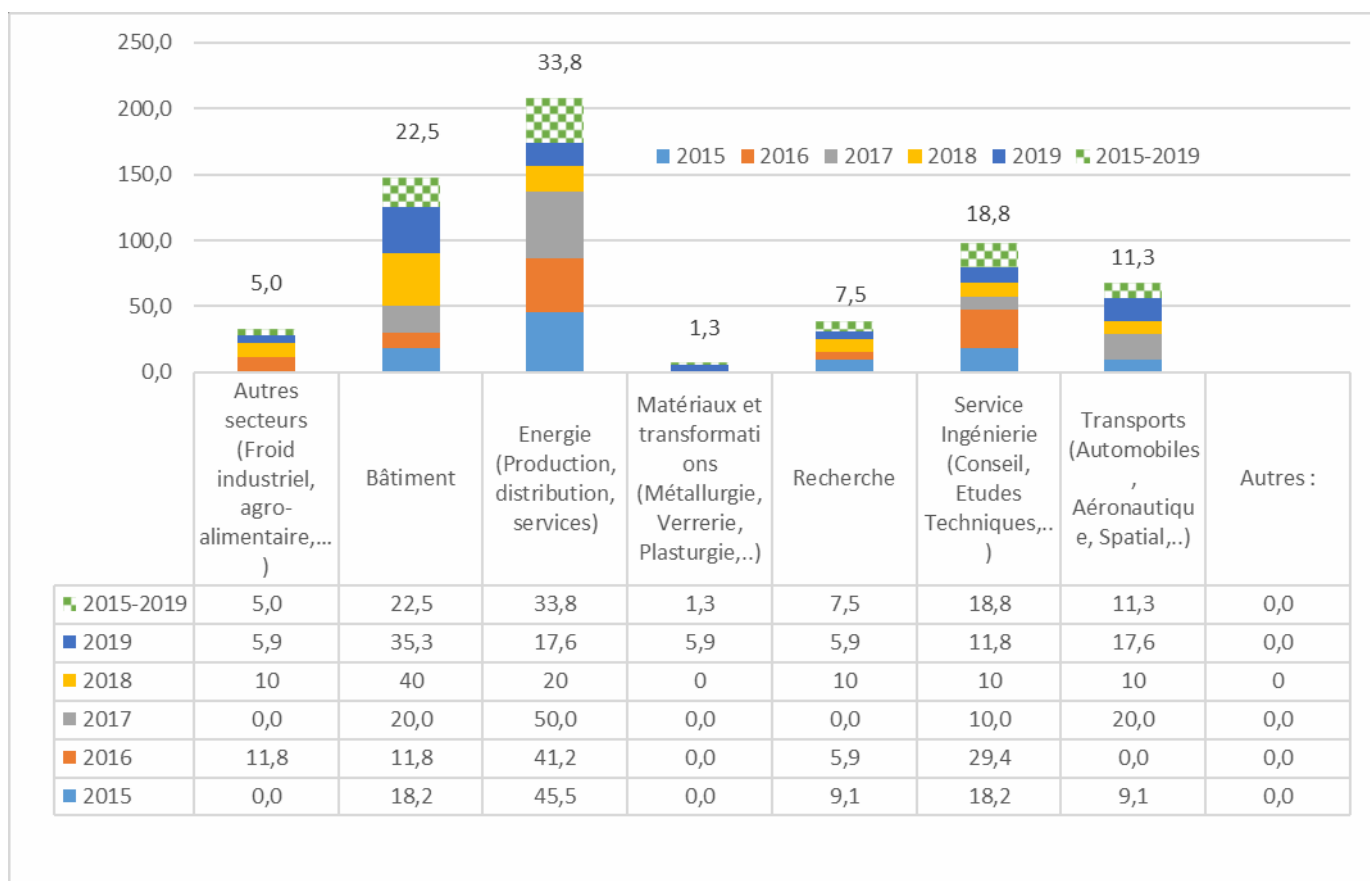
b. Abroad

	2015	2016	2017	2018	2019
Permanent	x	x	x	x	x
Fixed-term	35,0	x	x	x	x
On average:	35,0	x	x	x	x

10) Average salaries Men/Women in France and in k€ (permanent and fixed-term contracts):

	2015		2016		2017		2018		2019	
Men	30,5		33,2		36,6		34,3		34.7	
Low-high ends	27,0	39	30,0	37	33	47.7	27.6	42	27,6	41.6
Women	x		35,3		32		23,5		34.8	
Low-high ends	x	x	33,5	37	29	35	22	38.5	32	36,3

11) Percentage of engineers according to business sectors:

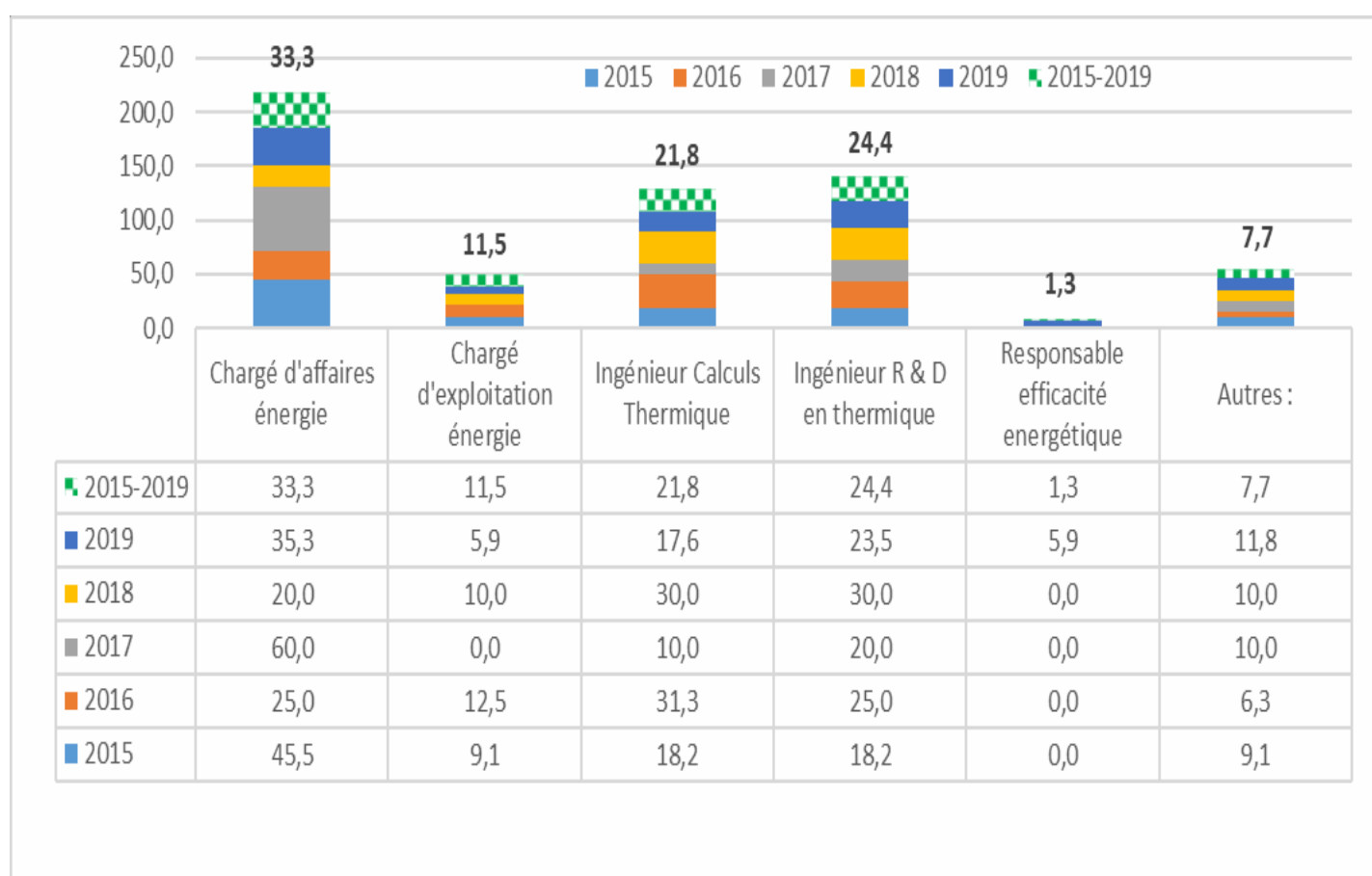


Over the past 5 years, 34% of graduates have had a job in the energy sector (production, distribution, services).

Lists of companies hiring graduates (Class of 2019):

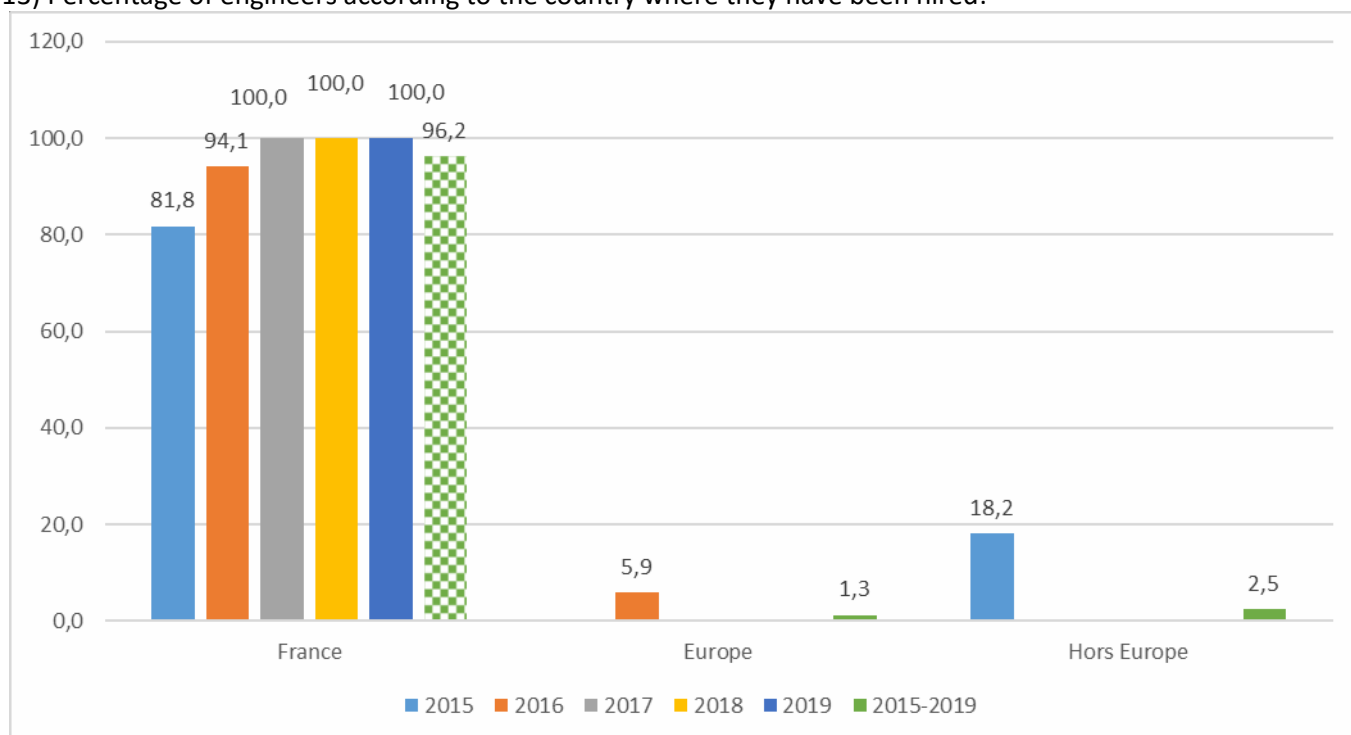
ALTRAN	Transport (Automotive, aeronautics, spatial...)
agap2	Engineering services (Consulting, technical studies...)
Auer Ginola (Groupe Dimplex-Muller)	Energy (Production, distribution, services...)
Engie Axima	Building industry
Bureau d'études Alain Garnier	Building industry
DALKIA	Energy (Production, distribution, services...)
ROTH FRANCE	Building industry
CEA	Research
Spie Tertiaire et industrie	Building industry
Hydac France	Energy (Production, distribution, services...)
CETIAT	Engineering services (Consulting, technical studies...)
Lefort francheteau	Building industry
Candia (Groupe Sodiaal)	Other sectors (Industrial cooling, agrifood...)
SNEF CLIM PIOLINO	Building industry
Manoir Industries	Materials and transformations (Metallurgy, glass-making, plastic processes...)
GUINAULT	Transport (Automotive, aeronautics, spatial...)
Safran	Transport (Automotive, aeronautics, spatial...)

12) Repartition according to the engineers' jobs (%):



Over the past 5 years, almost 46% of jobs are related to the energy sector, and 46% to the heat sector!

13) Percentage of engineers according to the country where they have been hired:

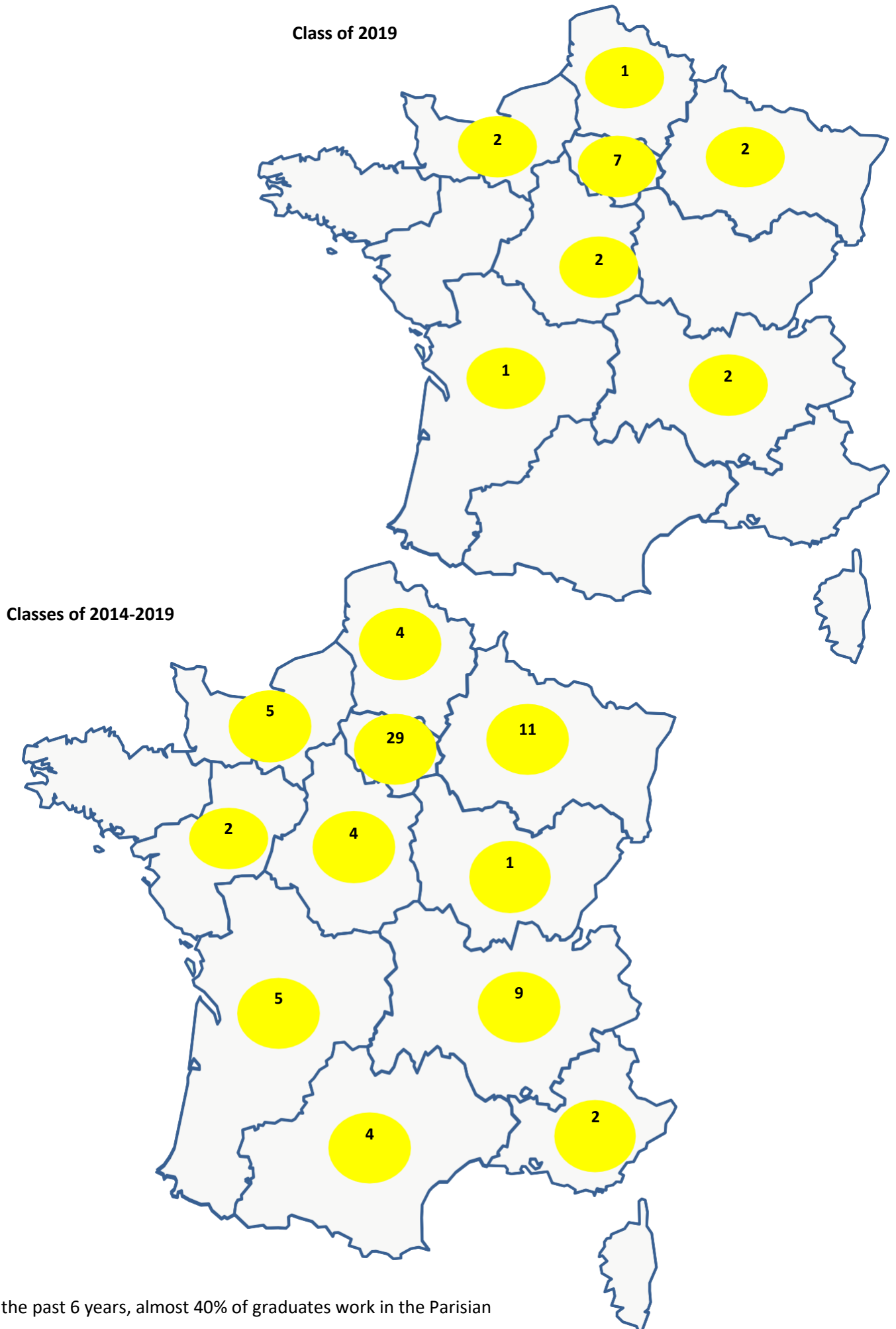


Over the past 5 years, 96% of graduates have had a job in France!

13-a) Geographical repartition of jobs abroad (**number** of engineers) :

	2015	2016	2017	2018	2019	Promos 2014 - 2019
Djibouti	1	0	0	0	0	1
United States	1	0	0	0	0	1
Luxembourg	0	1	0	0	0	1

13b) Geographical repartition of jobs in France (**number** of engineers):



Over the past 6 years, almost 40% of graduates work in the Parisian region.

14) Satisfaction survey about the different aspects of the occupied job:

	Very satisfied	Rather satisfied	Rather unsatisfied	Unsatisfied
	(%)	(%)	(%)	(%)
	2019	2019	2019	2019
Autonomy in the job	76,5	23,5	0,0	0,0
Relations with supervisors	70,6	29,4	0,0	0,0
Work atmosphere	76,5	23,5	0,0	0,0
Geographical localisation	64,7	23,5	11,8	0,0
Interest in missions	64,7	23,5	11,8	0,0
Type of work contract	64,7	29,4	5,9	0,0
Material working conditions	52,9	41,2	5,9	0,0
Balance between professional and private lives	35,3	58,8	0,0	5,9
Workload	41,2	52,9	5,9	0,0
Evolution prospects	52,9	35,3	11,8	0,0
Salary	41,2	47,1	11,8	0,0

	Very satisfied	Rather satisfied	Rather unsatisfied	Unsatisfied
	(%)	(%)	(%)	(%)
	2018- 2019	2018- 2019	2018- 2019	2018- 2019
Autonomy in the job	79,3	20,7	0,0	0,0
Relations with supervisors	69,0	31,0	0,0	0,0
Work atmosphere	75,9	24,1	0,0	0,0
Geographical localisation	50,0	35,7	14,3	0,0
Interest in missions	62,1	31,0	6,9	0,0
Type of work contract	72,4	20,7	6,9	0,0
Material working conditions	65,5	31,0	3,4	0,0
Balance between professional and private lives	44,8	51,7	0,0	3,4
Workload	37,9	58,6	3,4	0,0
Evolution prospects	55,2	37,9	6,9	0,0
Salary	37,9	55,2	6,9	0,0

Over the past two years, 2018-2019:



Autonomy, work atmosphere, interest in missions, material conditions, relations with supervisors, type of contract, workload, balance between professional and private lives, salary (Between 100 and 90% of very to rather satisfied).



Geographical localisation (Between 90% and 75% of very to rather satisfied).



Nothing! (More than 25% of rather to totally unsatisfied)