

Savencia Academy – An example of long-term collaboration with Industry for lifelong learning.

Henry Eric Spinnler¹, Michel Lavest², Martine Hautekiet², Vincent Jacquet², Maud Panouillé¹

¹ AgroParisTech, site de Grignon, UMR GMPA, F-78850 Thiverval Grignon

² Savencia, 42 r Rieussec F-78220 VIROFLAY

Savencia is an International group within the food industry focusing mainly on cheese manufacturing. Following contact made by Savencia, AgroParisTech developed a broad-based training program for its Management personnel. The objectives were to develop a program that would enable a common management culture globally within this group, and one that would foster interaction between management at different sites so as to mutually improve the base knowledge of scientific and technological skills in addition to contributing to team building within the group.

The training is organized and delivered over a three-year period. AgroParisTech is involved in the first year of training where the objectives are to refresh and provide current scientific knowledge associated with Dairy Technology. The company delivers the programs for the second and third years. Their focus is on areas of Good Manufacturing Practices (GMP), optimization of, and management of Production Tools and Product Specifications during the latter two years.

In coordination with the company, AgroParisTech has set up 3 modules that are delivered over 4 days, details as follows:

- 1) A module dedicated to the knowledge on milk, its fractions and the consequences of the structures on dairy products
- 2) A module dedicated to the microbiology of milk, fractions and end products including management of Food Safety, new knowledge on microbial ecosystems and the management of their functionalities
- 3) A module dedicated to Process Engineering and the key parameters for dairy processes with a session on Knowledge Management and System Modeling

The main objective of this program is to train all the Management staff at Savencia on an ongoing basis. As the staff to be trained are numerous, a number of sessions with 25 people per session (called Promotions) have been organized. All the staff trained and to be trained are involved in Management of Savencia, but with different initial skills and from a diversity of management functions.

Details of the program including the organization, animation / execution and cooperation with the company will be presented and discussed during this presentation.