



*Photonics Innovation Hub*

# ENHANCING PHOTONICS ATTRACTIVENESS IN BRITTANY

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EPIC HR Working Group  
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## A CLUSTER

- Companies, research centres, photonics education institutes, regional support structures
- **Support & promotion of the Breton photonics sector**
- Custom continuous education



## A RESEARCH & TECHNOLOGY CENTER

- Development of special optical fibres & components
- Biophotonics engineerings
- Technology transfer

123

Membres

80

Companies

27

Research  
Institutes



# PHOTONICS BRETAGNE



- > 1,200 direct jobs (est.) in photonics  
**BUT** difficult to fill open positions
- All education pathways present  
**BUT** hard to fill the promotions

**VISIBILITY ISSUE  
FOR THE PHOTONICS SECTOR?**

123

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# VISIBILITY AND ATTRACTIVENESS OF PHOTONICS

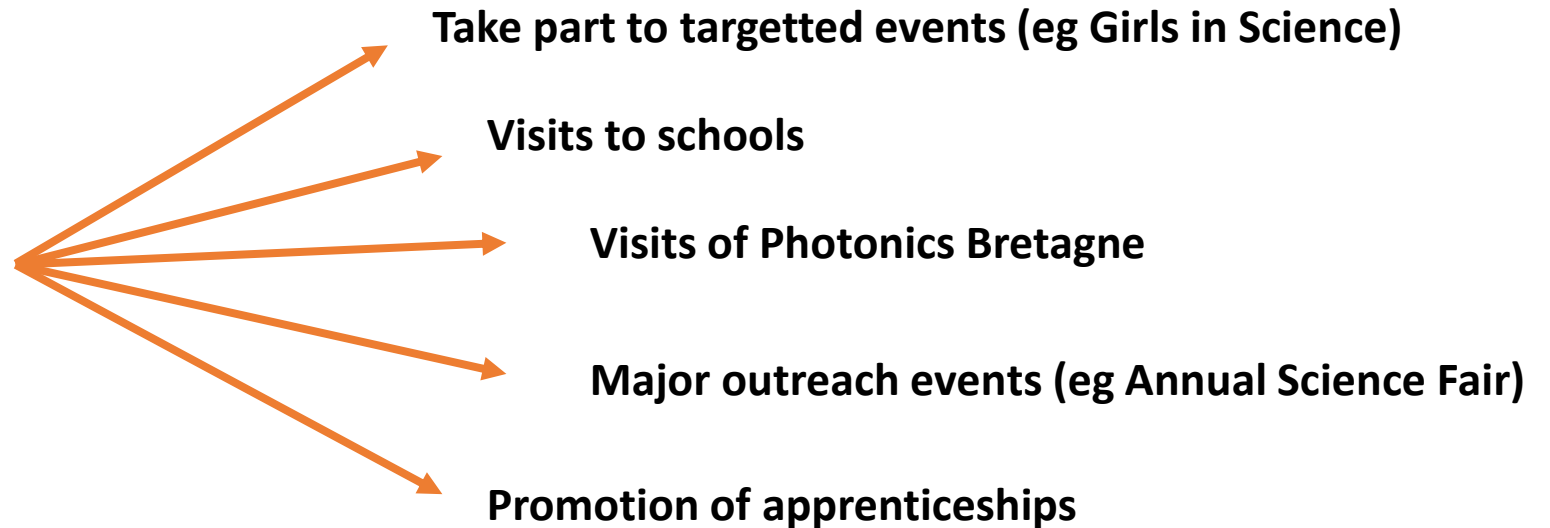
**Counterintuitive:** Address **(much!)** younger audiences

@ Uni level → Pinching another company's talents

@ High School level → Low ROI

## Target all stakeholders:

- Children up to 15 yo
- Their parents and families
- Their teachers
- Our network of companies



# POOLED SCHOOL INTERNSHIPS

- Week-long internships are **compulsory** in France for pupils aged ~14
- Organised by **CMQe** Lannion & hosted by Photonics Bretagne
- **Objective:** To make photonics as fun and accessible as possible through
  - Presentation of photonics
  - Hands-on activities
  - Games
  - Start-up competition
  - Lots of company visits

First edition wildly successful: ~90 pupils from 10 local schools and enthusiastic feedback



# CONCLUSIONS

No more low-hanging fruits **BUT** a landscape of possibilities!

Get in touch with **Photonics Bretagne**

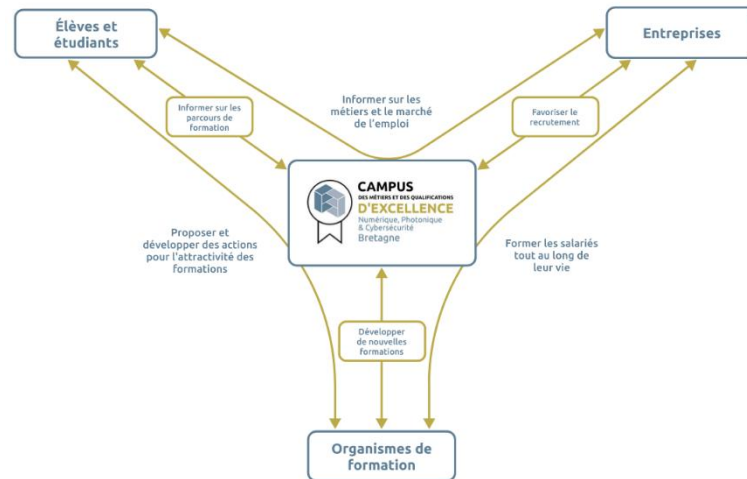
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Get in touch with **the CMQe**

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