



The Nestlé European Youth Employment Initiative



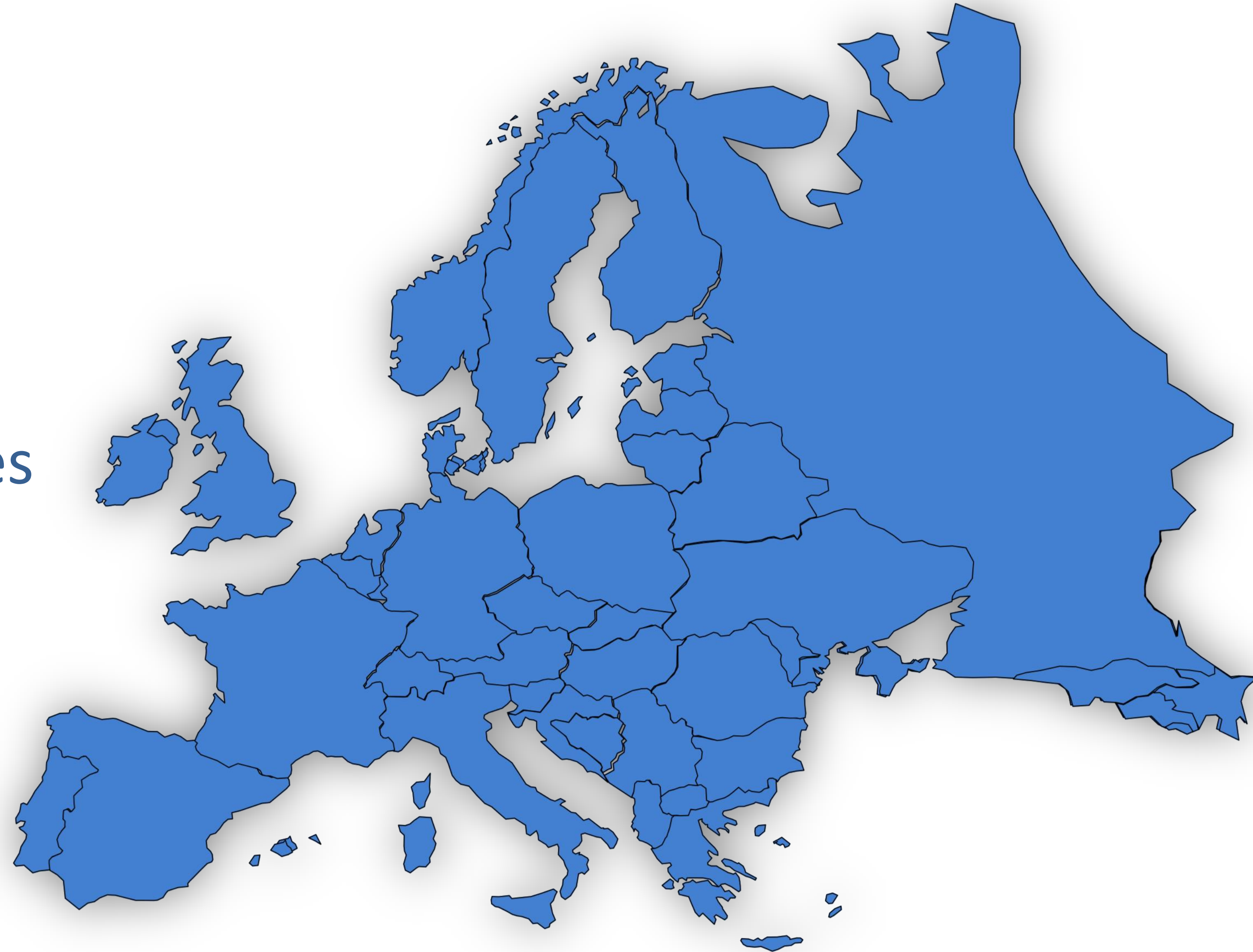
Youth Guarantee: Making It Happen

Alfredo Silva, Head of HR Europe

8th April, 2004

Nestlé is committed to Europe

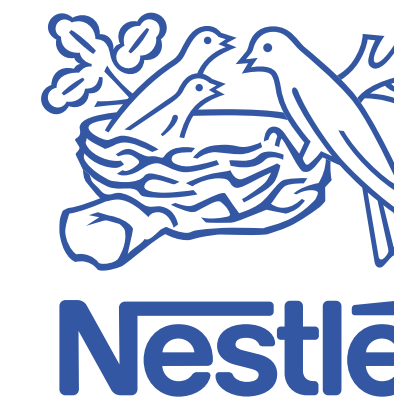
- CHF 27 bn
- 48 countries
- 18 markets
- 100'000 employees
- 153 factories
- 16 R&D facilities
- 63'000 suppliers





Our European commitments



Strong start to the year



	<div>   </div> Youth Employment Initiative								
	Total	Regular Employees	Temporary Employees	Apprentices & trainees (total)	Apprentices (total)	Apprentices (aged 15-24)	Trainees (total)	Trainees (aged 15-24)	Apprentices / Trainees in Factories and Distribution Centers
YTD 11.03.2014	2173	593	690	890	478	438	412	303	465
January	1481	341	410	730	452	401	278	210	383
February	692	252	280	160	26	37	134	93	82

	Readiness For Work		
	Number of events organised	Number of Nestlé Employees	Number of Nestlé Retirees
YTD 11.03.2014	263	905	0
January	97	307	0
February	166	598	0

North/South solidarity – Spanish apprenticeship in Germany

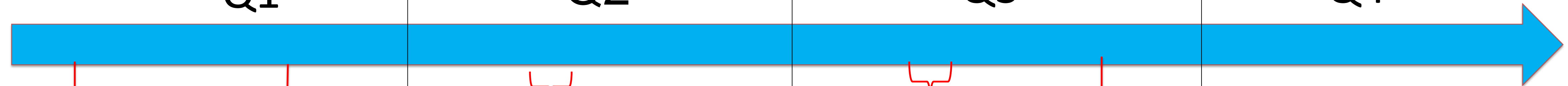


Q1

Q2

Q3

Q4



31/01/2014

Information and
recruiting event

02/2014 (e.g. week 8)

Application interview in factory in
Germany

03-06/2014

Internship in Girona factory and
German language lessons

07-08/14

Internship in German factory (future
employer) and German language
lessons in Germany

09/2014 – 01/2018

Apprenticeship in German factories

The apprenticeship consists of:

Practical and vocational training at the site and the local vocational training school

The curriculum consists of usually 1 week of theoretical and 3 weeks practical training



How UK has embraced apprenticeship



Youth Skills Commission supports National Apprenticeship Week:



Angela Coleshill, Director of Employment and Skills at Food and Drink Federation said:

“We are delighted that Fiona Kendrick, Nestlé's Chairman and CEO and Chair of FDF's Competitiveness Steering Group has been appointed as a Commissioner for Employment and Skills.

“Fiona's wealth of experience in the industry and leadership with FDF's skills agenda means that she has a real insight into a range of collaborative industry initiatives, including the delivery of the UK's first Food Engineering Degree with Sheffield Hallam University and our success in raising our ambition for Apprenticeships in food and drink manufacturing.



Alliance for Youth

(create opportunities through partnership with our suppliers)



Main objective

ALLIANCE FOR YOUTH Members



will formally sign up to the

EUROPEAN ALLIANCE FOR APPRENTICESHIPS

PLEDGE



Be part of ambassadorship programme
(support the establishment of quality apprenticeships across Europe)



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