



needs  
**YOU**<sup>th</sup>  
TM

## The Nestlé European Youth Employment Initiative



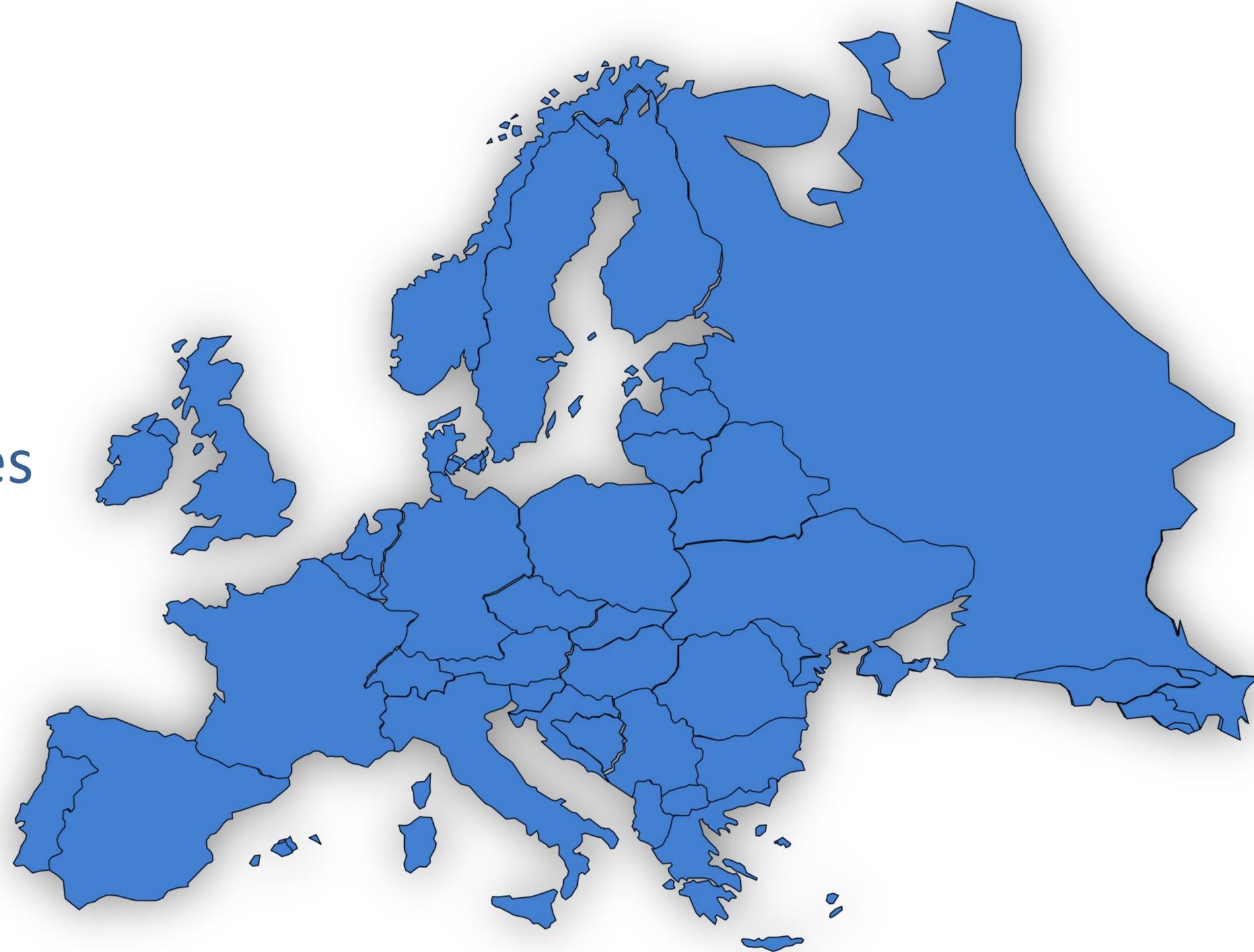
Youth Guarantee: Making It Happen

Alfredo Silva, Head of HR Europe

8<sup>th</sup> 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



	 <b>Youth Employment Initiative</b>								
	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
<b>YTD</b> 11.03.2014	<b>2173</b>	<b>593</b>	<b>690</b>	<b>890</b>	<b>478</b>	<b>438</b>	<b>412</b>	<b>303</b>	<b>465</b>
<b>January</b>	<b>1481</b>	<b>341</b>	<b>410</b>	<b>730</b>	<b>452</b>	<b>401</b>	<b>278</b>	<b>210</b>	<b>383</b>
<b>February</b>	<b>692</b>	<b>252</b>	<b>280</b>	<b>160</b>	<b>26</b>	<b>37</b>	<b>134</b>	<b>93</b>	<b>82</b>

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

# 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)



# The Nestlé European Youth Employment Initiative

