



## Vocational Education and Training @ Nespresso France

**Nespresso France and CFA Stephenson** have set-up a Vocational Education and Training (VET) programme aiming to improve students' employability, competitiveness and productivity.

### Definition

VET is designed to allow students to develop the necessary knowledge and skills to practice a job or a set of jobs. It involves a combination of on-the-job and traditional at school training.

VET programmes are currently being developed in France.

### The VET @ Nespresso programme

The programme started in September 2014 bringing together 13 students who are appointed to 6 different Parisian Boutiques where they hold a position of customer service assistants ("Coffee Specialists").

The program lasts for two years and prepares the students for a "BAC +2" diploma, enabling them to apply for customer assistant, salesman or deputy manager

positions in retail networks, banks or service companies.

Learning is structured in three training components : general courses, technical courses, and practical training.

Traditional training takes place two days a week in a normal school environment. During the other three days, the students receive on-the-job training.

The general courses are spread over 465 hours. The students are lectured on law, economics, management, general education,

writing and speaking techniques and English language.

Students spend 670 hours on the technical courses, during which they are lectured on how to manage and develop a business unit.

### Coming soon...

From the second quarter of 2015, Nespresso employees from HR, Marketing and Supply Chain departments will also lecture at the school on specific subjects, giving students the opportunity to better connect theory and practice.

**NESPRESSO. CARRIÈRES** Espace candidat Voir nos dernières offres 39

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Dans le cadre de l'Initiative Européenne pour l'emploi des Jeunes mis en place par le Groupe Nestlé, Nespresso, s'est engagée à développer l'alternance et à favoriser le développement des compétences des jeunes talents. En résulte notamment, la création depuis septembre, de la première classe d'alternance BTS MUC (Management des Unités Commerciales) dédiée Nespresso en partenariat avec le CFA Stephenson.

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## 3 Key Success Factors :

- A strong recruitment process to attract motivated students
- A strong "mentor community " trained by Nespresso to accompany the students
- A strong partnership with the school and more over with the teaching staff

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