



## German - Iberian Labour Mobility Program

Nestlé Germany, Nestlé Spain and Nestlé Portugal set up a German-Iberian Labour Mobility Program aiming to improve education and employability of young people within a European approach.

The program covers technical apprenticeships and internships for students and graduates as well as hiring young professionals abroad.

### Technical Apprenticeships

In 2014 five Spanish youngsters have been selected in a recruitment day in Spain by Nestlé Spain and Nestlé Germany. Their journey started with an internship at the Nestlé Girona factory in Spain in order to get used to a food manufacturing environment and to learn German .

Following their internship at Nestlé Spain they moved to Germany and are now going through a 3 to 3,5 years technical apprenticeship.

The program is a best practice example of the collaboration between different countries and created a win-win situation for both the young people and Nestlé.

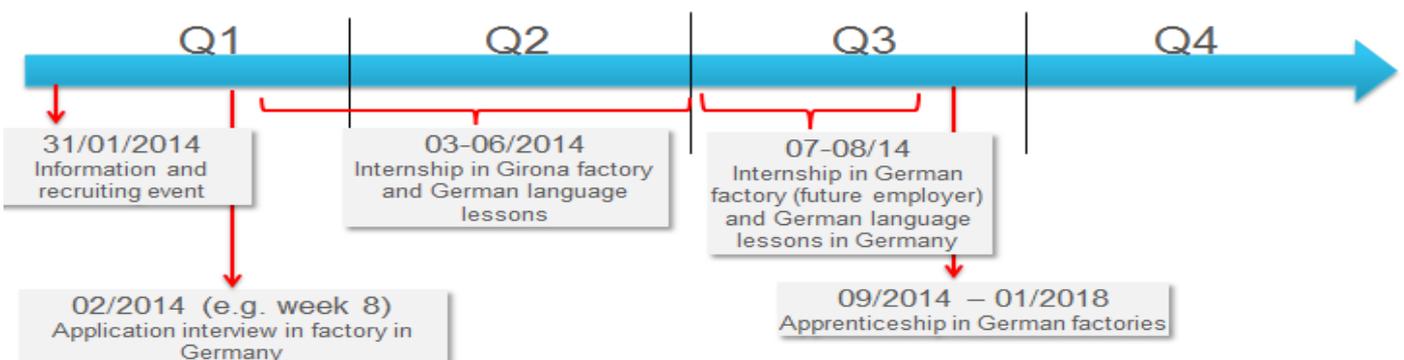
This apprenticeship consists of theoretical and practical training at a vocational school and at Nestlé.

The curriculum foresees one week of theoretical and three weeks of practical training as a rule.

Nestlé supports the integration of the youngsters with languages classes, a buddy system, financial and administrative support.

**In 2014 Nestlé Germany hired 14 young people from Spain and Portugal**

Alberto, Amin, Sukhjinder, Christian and Miguel in the Nescafé Dolce Gusto factory in Girona.



## Internships for Students and Graduates

In 2014, with the help of Nestlé's subsidiaries in Portugal and Spain, Nestlé Germany hired one Spanish and five Portuguese interns. These interns have attended six months internships at different locations in Germany.

Nestlé supported the integration of the youngsters with German classes, a buddy system, financial and administrative support.

The interns have different academic backgrounds such as engineering or business management. They are contributing to various departments at Nestlé Germany, such as quality management, social media management, marketing or international sales.

This pillar of the Program has been very successful so far, and Nestlé Germany has since recruited two of the interns permanently.

In 2015 Nestlé Germany will continue to offer internships to Portuguese and Spanish young people.



The German-Iberian program has been set up with the cooperation of local governments in all countries, educational institutions and the chamber of commerce.

## Young Professionals

Thanks to the strong cooperation under the above mentioned pillars, Nestlé Germany, Nestlé Spain and Nestlé Portugal have built a strong cooperation that goes beyond vocational education and training programs and internships.

Joint efforts in the recruitment of young professionals have also proven to be fruitful as in Germany a strong war for talent is a reality and competition is even harder for the recruitment of young engineers.

Nestlé Spain hosted three talented engineers as interns in the Nescafé Dolce Gusto Girona factory but no permanent positions at that time were available. However, Nestlé Germany was heavily recruiting for the newly built Nescafé Dolce Gusto factory in Schwerin. The three engineers have been offered permanent positions in Germany and are working there.

This experience has proven to be very successful and Nestlé Germany will continue to strengthen its efforts to hire young people from southern European countries.



The labour mobility program helps young people broaden their horizon, gain further professional experience and deepen their language skills.

## Nescafé Dolce Gusto Factory in Schwerin (Germany)

In September 2014 Nestlé has opened the newly built Nescafé Dolce Gusto factory in Schwerin. It is Nestlé's largest investment in Germany to date (220 m€) and confirms Nestlé's commitment to Europe.

Around 450 employees are working in Schwerin, most of them recently hired. Nestlé Germany has put a special emphasis on employing a diverse workforce and building apprenticeship schemes.



## Contact us at

Nestlé Germany: Sarah.Brekenkamp@de.nestle.com | Nestlé Spain: Maria.Castello@es.nestle.com  
Nestlé Portugal: Margarida.Fonseca@pt.nestle.com

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