



Vocational Education and Training A renovated tradition in Poland

Nestlé's Ice Cream factory in Namysłów has been providing Vocational Education and Training (VET) for students from the local Mechanics School since 2008. In fact, this is a reactivation of VET that had a long tradition in Poland and was a common practice in the previous political system in Poland.

A renovated tradition

Nestlé started its VET partnership in September 2008 when the first student of a vocational school did his electrician apprenticeship. In 2009 and 2010 two students were enrolled each year.

"Thanks to the apprenticeship I can see many different aspects of the job. Tutors are very helpful and let me practise my future job."

"On the other hand the number of on-the-job training hours should increase: 4 hours in one day is not enough to finish the job and learn more".

Student's opinion

In 2012, four students received their training and in 2013 Nestlé's Namysłów factory trained two more students in the freezing department. In 2014, four third-year vocational school students received professional training.

How does it work?

Formal training takes place at school where students are taught theoretical knowledge.

In addition, students get on-the-job training for 8 hours per week (2*4 hours) in the first and second years and 12 hours per week (3*4 hours) in the third year.

A SWOT analysis of the VET implementation

Strengths

- Regular supply of highly skilled employees
- Ensure sustainability of recruitment needs
- Knowledge retention
- Promoting new standards of education
- Good experience in promoting VET

Weaknesses

- Lack of tutors due to retiring age
- Lack of good dual education program and system of education solutions

Opportunities

- Proximity to school
- Possibility of obtaining public funds
- Good example and opportunity with other schools
- Cooperation with public organizations eg. Voluntary Labour Corps which is organizing various forms of combatting unemployment and social pathology.

Threats

- Students skills mismatch
- Education program mismatch
- Low prestige of the Apprenticeship Education
- Lack of trainings for teachers
- Lack of well-prepared workshops in schools

"I'd like to encourage other students to start an apprenticeship at Nestlé. My aim is to get a job at Nestlé after I finish it."

Student's opinion

Expected outcome

Nestlé's aim is to prepare young people to fulfil technical positions, especially as electricians, ensuring retention of knowledge in the organization and sustainability of recruitment needs.

This action contributes to reduce the risk of unemployment among young people and helps to promote VET and the *Nestlé needs YOUth* initiative in Poland.

Engagement with Namysłów Mechanics School

Nestlé's cooperation is based on a regular dialogue with teachers. We also listen carefully to our apprentices' needs and expectations.

Continuous dialogue with the school

- Our role is to monitor students' achievements at work and exchange information with the school through regular meetings with teachers. We also provide CV clinics training to students in order to improve their employability.

Nestlé Tutors and Mentoring Program:

- Three dedicated tutors (factory engineer, maintenance supervisor and mechanic) are responsible for providing professional knowledge and support, supervision of working time and accomplishment of the apprenticeship program.
- Nestlé has also created a specific mentoring program based on regular surveys of apprentices, which help to adapt the program to students' needs. Apprentices fill in a survey at the start of the program providing information on their expectations. Regular surveys are subsequently conducted in order to ensure that the programme is meeting students' needs.



In March 2015 Nestlé hosted European Parliament member Danuta Jazłowiecka, Vice-President of the Employment and Social Affairs Committee and Bartosz Medyk, Director of Namysłów Mechanics School. It was a great occasion to exchange experiences and talk about future perspectives for young people.

Regular school program

Polish	Geography	Gymnastics
English / German	Biology	Safety education
History	Chemistry	Mathematics
Social knowledge	IT knowledge	Physics

Apprenticeship program

Machine construction
Technology and materials handling
Production process organization
Machines equipment

Apprenticeship program at Nestlé factory

Legal requirements for electrical installations
Electric systems / Control systems
Electric drives
Measuring systems
Shadow working and preparation for regular job
Learning through experience

On-the job Experience

1st year

40 h/month

2nd year

50 h/month

3rd year

50 h/month



Students from Mechanics School



Bartosz Medyk (school director) and Jolanta Mazurek (factory HR manager)

“Now we can meet the real needs of labour market” - Bartosz Medyk, Namysłów Mechanics School director.

“I'm very happy that together with Nestlé we managed to start a dialogue. After identifying the needs of both sides and after creating a model for cooperation, we have worked out a good apprenticeship program. The opportunity to learn in real terms is a great asset for any school and the sign of development in vocational training. Not long ago students were trained in professions which proved useless on current labour market. Now thanks to our cooperation we are able to create educational plans that meet the real needs of labour market”.

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