



Nestlé Portugal (Avanca factory) and Aveiro's Professional School are setting-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 practise a job or a set of jobs. It involves a combination of on-the-job and traditional at school training.

VET is not a common practice in Portugal.

How the programme will work

Learning is structured in four training components: socio-cultural, scientific, technological and practical training.

Technical courses have a duration of three years, corresponding to a workload from 4000 to 4500 hours, according to the degree of complexity.

Traditional training takes place at the normal school environment,

A SWOT analysis of VET implementation	
<h3>Strengths</h3> <ul style="list-style-type: none"> • Preparing young people to fulfil technical positions, ensuring sustainability of recruitment needs; • Sharing specific Nestlé knowledge and competences; • Promoting functional flexibility; • Nestlé's Avanca factory has very good conditions for implementation of VET. 	<h3>Weaknesses</h3> <ul style="list-style-type: none"> • Tutors commitment, involvement and availability to train apprentices; • Inexistent on-the-job continuous assessment guidelines for VET students; • Short-term low Return On Investment perception of incomers' contribution; • Undefined career paths for technical positions, therefore impacting its attractiveness.
<h3>Opportunities</h3> <ul style="list-style-type: none"> • Physical proximity to schools; • Develop partnerships with professional schools and public authorities; • Involve "Alliance for YOUth" partners in VET partnerships; • Share innovative approach; • Possibility of obtaining public funds. 	<h3>Threats</h3> <ul style="list-style-type: none"> • Labour market retraction; • Inexistence of overall legal framework detailing evaluation and accreditation processes; • Students skills mismatch; • Poor school's educational autonomy in defining the curricula.

where students are lectured on the socio-cultural, scientific and technological components.

The practical training in an on-the-job environment occupies at least 30% of the total duration of the courses, or is at least 1200 hours spread gradually throughout the training process.

Advantages

- Development of a skilled workforce, able to promote innovation;
- Skills development that:
 - ◊ is relevant to the general labour market;
 - ◊ promote flexibility and labour mobility, reducing the risk of social marginalization;
 - ◊ increase education levels in a non-academic context;
- Companies become active participants by promoting greater social acceptance of VET;
- Strengthens the recruitment strategy.

Vocational Education and Training

Can be understood as an economic policy instrument with competitiveness and employability goals as well as an instrument related to social and educational objectives such as reducing the early leaving and / or school failure.

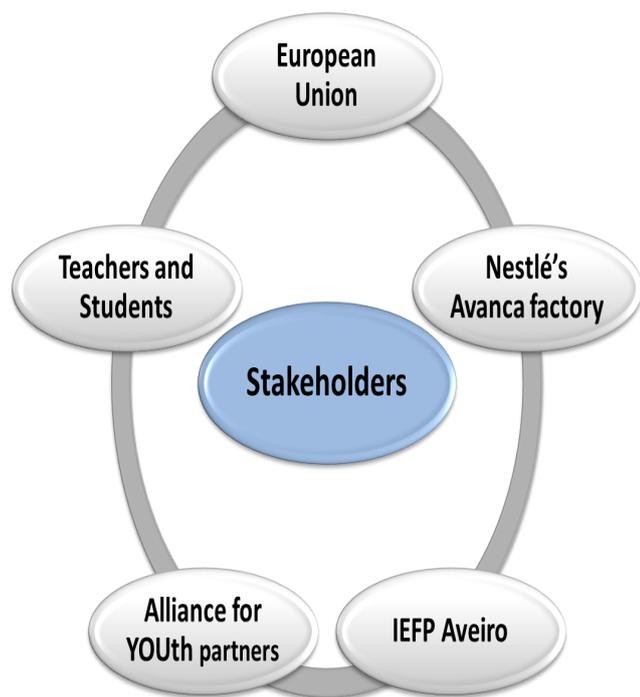
Know more about Nestlé needs YOUth initiative at:

<http://www.nestle.com/jobs/graduates-entry-level/europe-youth-employment-initiative>



Making it Happen!

Stakeholder engagement and strategic training resources



European Union

- Strong support of VET across Europe through European Alliance for Apprenticeships
- Potential support from Youth Guarantee funds

IEFP Aveiro - (public authorities)

- Electronics Vocational Training Modules
- Recruitment of young people formed by the IEFP in key areas for Factories and Distribution Center

Teachers and Students - (Aveiro's Professional School and Aveiro University)

- Nestlé specialists to provide master classes and seminars
- Participation in Open Days, CV Clinics and co-supervision in MSc Thesis

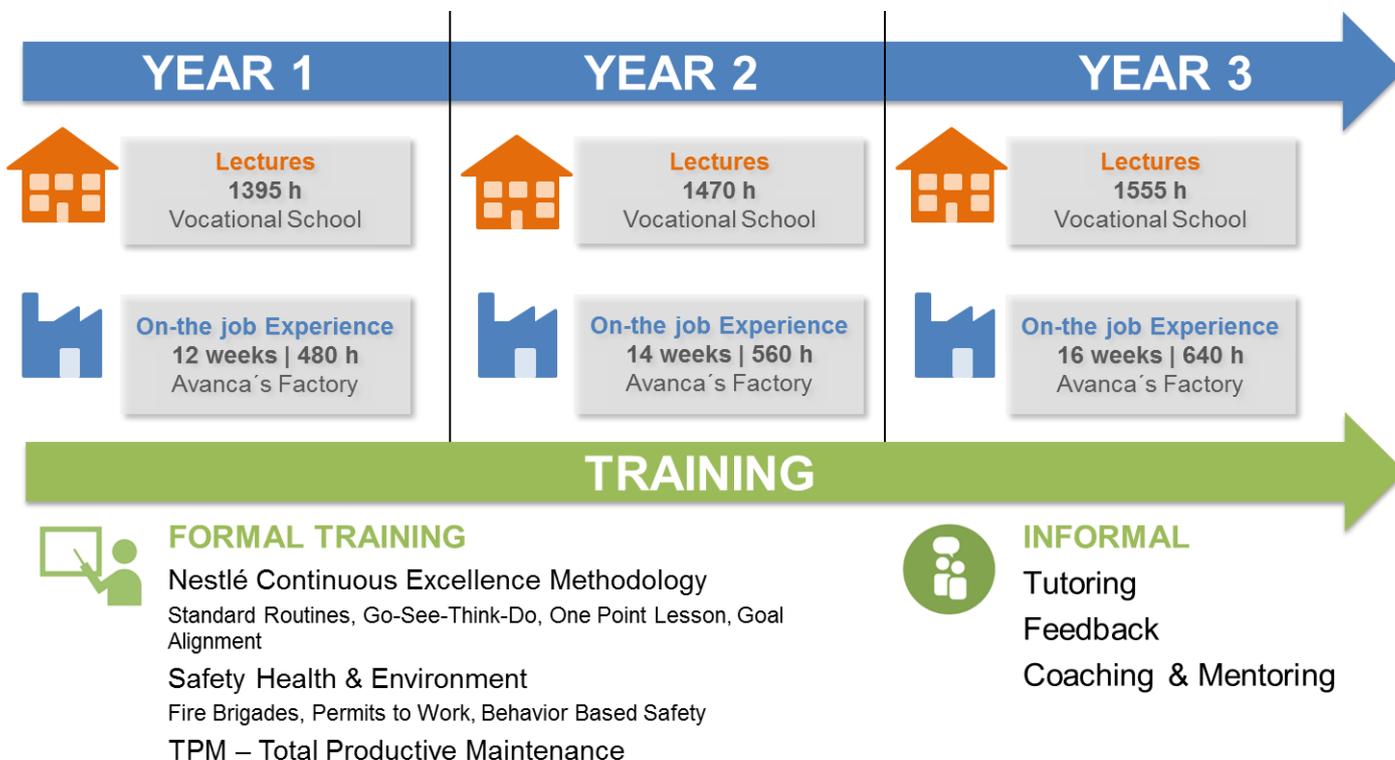
Nestlé's Avanca factory

- Preparing tutors (4 in total)
- Develop and prepare on-the-job training program (70 -20-10 — on-the-job development, feedback, training)
- Evaluate performance and behaviours

Alliance for YOUTH partners

- Best practices sharing

Apprenticeship scheme



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