



Implementing Vocational Education and Training in Spain

A recent legal framework in Spain

The legal framework for implementing Vocational Education and Training (VET) Programs in Spain dates from 2012. Spanish companies have no tradition of integrating dual training programs in their day to day activities.

Setting-up a new VET Program

In September 2014, Nestlé Spain, in cooperation with the vocational school Institut Narcís Xifrà I Masmitjà, has launched a new VET Program at its Girona factory.

This system combines theoretical and on-the-job training and enables students to acquire a solid professional experience. The program foresees a total of 1014 hours training (from September 2014 to July 2015). Apprentices are trained during 30hrs/ per week at Nestlé's premises.

Recruitment Process

A two-step recruitment process was used. In the first step teachers carried out a selection based on academic career and behavioural analysis of the students. The second step consisted of selection interviews conducted by Nestlé.

The Councillor for Education of the Generalitat, Irene Rigau, and the CEO of Nestlé, Laurent Dereux, signed in October 2014 a cooperation agreement to promote Vocational Education and Training (VET).

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

VET Program Design in Catalonia



Program Structure

16 students were selected and divided into 4 teams. They will work in the evening shift (weekdays from 14:00h to 20:00h). Each student will enjoy on-the-job experience in 4 different departments and will also participate in workshops on specific subjects, e.g. electronics and mechatronics.

Training calendar

The training calendar was developed according to the school calendar. It foresees specific safety training and specifies the length for each stage and the rotations between different departments.

Learning Assessment

Students' knowledge acquisition will be regularly assessed by tutors in each department. They will assess the technical knowledge acquisition (WHAT) and the behavioural attitude development (HOW).



Institut Narcís Xifrà I Masmitjà



Benefits

For the students



- VET allows the student to gain practical experience and integrate theoretical insights from school
- By enjoying work responsibilities, the student develops professional competencies, like for instance team working
- The student receives a grant/remuneration through his/her training

For the companies

- VET fosters the dialogue between corporate and educational institutions, accelerating the induction process of their future employees
- Guarantees the development of professional competencies matching company needs
- Reduces inductions costs
- It helps to establish workforce process planning and ensures the talent pipeline



For the schools

- Tutors from schools may enjoy practical stages in the company, helping them to update their theoretical knowledge and professional competencies
- Direct contact with the companies helps to establish other type of collaborations like for instance career counselling events.
- It enhances training from schools



Nestlé has announced an investment of 102 million euros on its Girona factory



Girona's factory will become the largest factory of Nescafé instant coffee in Europe and the third largest worldwide.

By investing in a new production line, the factory will boost production by 30 percent, and the line will use 40% less energy and 33% less water per kilogram of product manufactured.

Technological advances will contribute to ensuring the future competitiveness of the factory, whose key elements are the quality of its professionals and its continuous efforts on education and training.

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