

## Apprenticeship scheme at higher education level

Nestlé Academy Fast Start Programme



### What is the Nestlé Academy Fast Start Programme?

The Fast Start Programme is a unique scheme that allows school leavers to 'earn while they learn' by placing them in a salaried training role while they study for a degree at Sheffield Hallam University. At the end of the three year programme, successful participants will be offered a job within the company.

### What is the strategic aim of the Fast Start Programme?

We will recruit talented individuals who demonstrate that they have the potential to succeed within Nestlé across HR, Supply Chain, Sales and Marketing. The programme provides them with cross business experiences whilst at the same time supporting their academic achievements in order to feed a talent pipeline of future senior managers.

### How does the programme work?

Every six months, the trainees rotate around the four main commercial functions within the business: Sales, Marketing, Human Resources and Supply Chain. Within these functions the trainees experience operational

roles, working on real-life projects so they can experience first hand what working at Nestlé is really like before specialising in their third year.

At the same time, every 6-8 weeks the Commercial Trainees study at Sheffield Hallam University for a BA (Hons.) degree in Professional Business Practice at Sheffield Hallam University. Alongside the commercial experience, the commercial trainees complete 5 blocks of 5-day study release based at Sheffield Hallam University. They are assessed by group presentation and written assignment methods.

For example, a first year module is Business Performance (Finance). Within this module the students are asked to complete a presentation about a business and also an individual report analysing its finances in order to determine a strategic decision that could benefit the company. As a result the trainees gain broad commercial awareness, which is essential for their development and overall business understanding.

The skills acquired both at University and in the workplace work hand in hand and at the end of the three years

the trainees will be well developed for a career within Nestlé.

### Why was it developed?

In November 2011, Nestlé launched The Nestlé Academy, a 5 year strategy to grow our own pipeline of high performing talent, developing the future leaders of our business. This strategic direction was taken in response to a number of business and social drivers, namely young talent not accelerating through the organisation and limited entry points combined with the rising tuition fees and increasing youth unemployment.

The Fast Start Programme directly supports The Nestlé Academy strategy because it is the first of its kind to attract young people at school leaver level to join the business, thus creating a flexible entry point without the need for a degree qualification.

Moreover, Nestlé pay for the academic fees, thus responding to the social challenge presented by rising tuition fees.

### What are the advantages?

Nestlé will benefit from the ideas and enthusiasm of engaged and committed young people.

The Commercial Trainees gain cross functional work experience which will prove to be invaluable for their development within the business.

Creating opportunities at the school leaver level will help contribute towards the Nestlé European Youth Employment Initiative that aims to help at least 20,000 people across Europe under the age of 30 find employment by 2016.

#### Strengths

- ◆ Trainees gain a degree and real-life work experience
- ◆ Strong induction process

#### Opportunities

- ◆ Need for central pastoral support
- ◆ Long term University plan in place for trainees
- ◆ Utilise government funding to extend the programme

#### Weaknesses

- ◆ Speed of rotation
- ◆ Strong pastoral care resource plan required

#### Threats

- ◆ Potential for trainees to become disengaged in a role not suited to them
- ◆ Other companies developing their own school leaver programmes

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Know more about at

<http://www.Nestlecareers.co.uk/academy/content/school-leavers/index.html>