Barcelona, 16th April

VET in Spain
Luis Miguel García

Barcelona, 16th April
Youth Employment

Commission President Barroso said "I commend this initiative in supporting the European Commission's "European Alliance for Apprenticeships" by substantially increasing the efforts on promoting vocational training and offering apprenticeships/traineeships across Europe.

Nestlé partners Adecco, Axa, Cargill, CHEP, DS Smith, EY, Facebook, Firmenich, Google, Nielsen, Publicis Groupe, Salesforce.com, Twitter, and White&Case signed the pledge during the event.
The geographical presence of Nestlé in Spain allows a broad impact.

- 2 Head Offices
- 11 Factories
- 2.083 million Euros Turnover (2013)
- Staff of 5,665 persons
- 44% volume production exported
The legal framework for implementing Dual Training Programs in Spain dates from 2012 (Real Decreto Ley 3/2012).

Education Competencies are decentralized in each of the 17th Spanish regions and some regions have developed their own legal framework regarding Dual Training Programs.

Therefore,

1. Implementation of Dual Training Programs may differ between regions.
2. Spanish companies have no tradition of integrating dual training programs in their day to day activities.
VET in Spain: Advantages

For the Company

• It fosters the dialogue among 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
VET in Spain: Advantages

For the Students

• It allows the student to gain practical experience and integrate theory learnings from school
• By enjoying work responsibilities, the student develops professional competencies, like for instance team working
• Increases the student employability
• The student receives a grant/remuneration through his/her training
VET in Spain: Advantages

• 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 counseling events.
• It enhances training from schools
VET in Spain: Implementation Process

- Identify Apprenticeships opportunities
- Itinerary design in cooperation with Vocational School
- Local Government Approval
- Vocational School, Apprentices and Company Agreement

Local Government
Minister of Education

Vocational Schools
Implementation Trends

- In Spain enrollment in Dual VET programs was 1%, compared with 42% in Germany and 14% in the EU.
- The growth rate of students enrolled in Dual VET programs has increased by 100% in 2014 compared to 2013.
- The increases are more visible in some regions than in others.

Number of students in cycles of dual vocational training for communities

• The student is the responsible for searching the company in which to perform its dual training.
• Certain certificates and qualifications are required to perform the task of forming as a Tutor.
• The role of Chambers of Commerce in Germany is not yet established in Spain.
Dual Training Program in Girona

System combining theoretical and practical training and enables students to acquire a solid professional experience in Nestlé.

<table>
<thead>
<tr>
<th>Length</th>
<th>Working Day</th>
<th>Grant</th>
<th>Social Insurance</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 months (from September 2nd to July 2nd) 1014 hrs.</td>
<td>30h week training in Factory premises (6h/dia)</td>
<td>Mín. IPREM (484€/month)</td>
<td>Company* 34.51€/mes</td>
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<td></td>
<td></td>
<td></td>
<td>Apprentice* 6.05€/mes</td>
</tr>
</tbody>
</table>

* @ November 2012
VET in Girona`s Factory: Recruitment Process

- Tutors from school make a first selection based in grades for the first course and behavior. Students with better grades and appropriate behavior are selected.
  - From 24 students, finally only 19 were selected
- The Company conducts a personal interview with the selected students in the study center.
  - From 19 students, finally only 16 were incorporated
There are 4 teams, each team will consist of 4 students.

They made 6 hours/day in the evening shift (weekdays from 14:00h to 20:00h)

Each student will be in 4 different departments, workshops and production.

Nine weeks training in each department.
The training calendar defines:

- Welcome day
- Safe and Safety specific training
- Factory training start and end dates
- Working days
- Bank holidays
- Rotations days between departments
• Each tutor from each department performs the tests that believes best assess the student learnings
• There is a technical knowledge assessment (WHAT), and also an attitude assessment (HOW)
¡GRACIAS!