



needs
YOUthTM

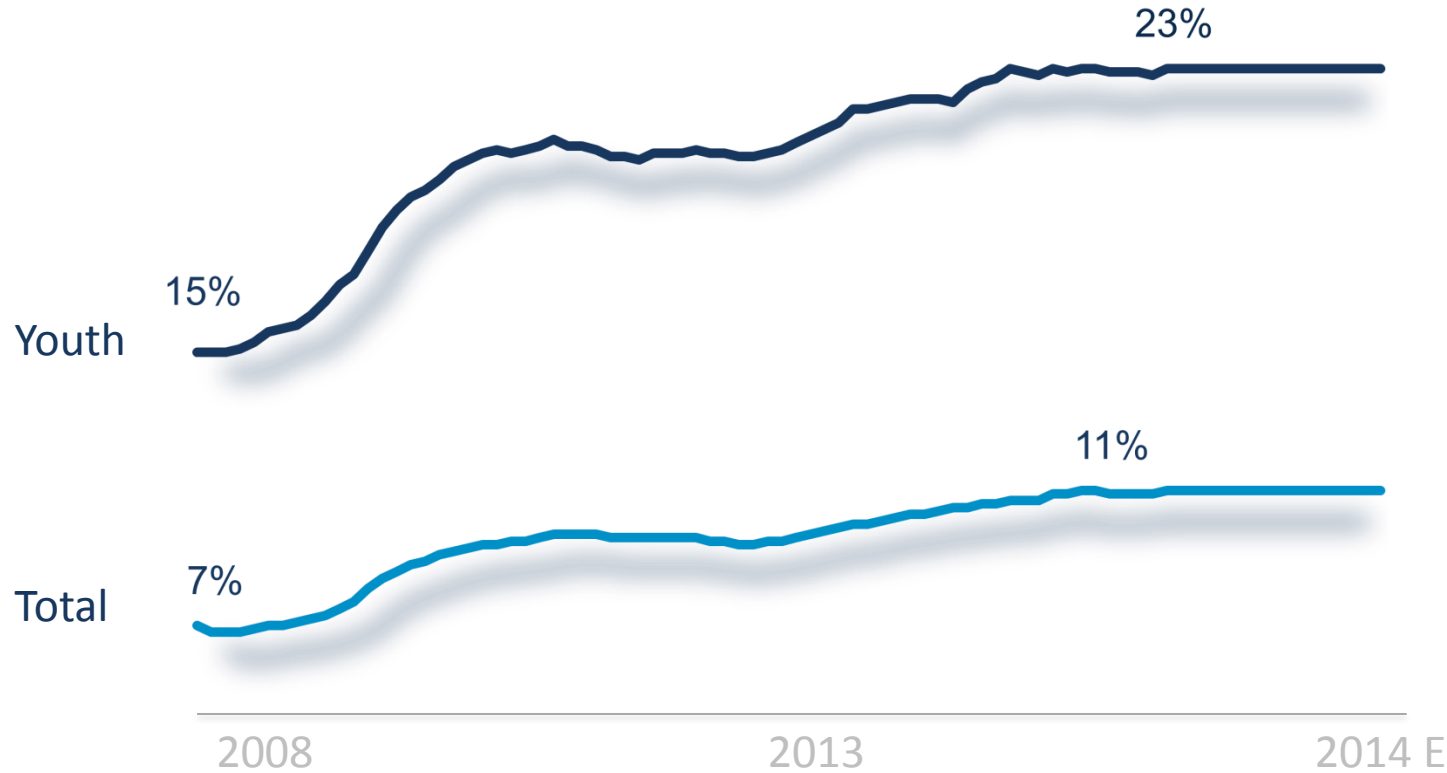
The Nestlé European Youth Employment Initiative



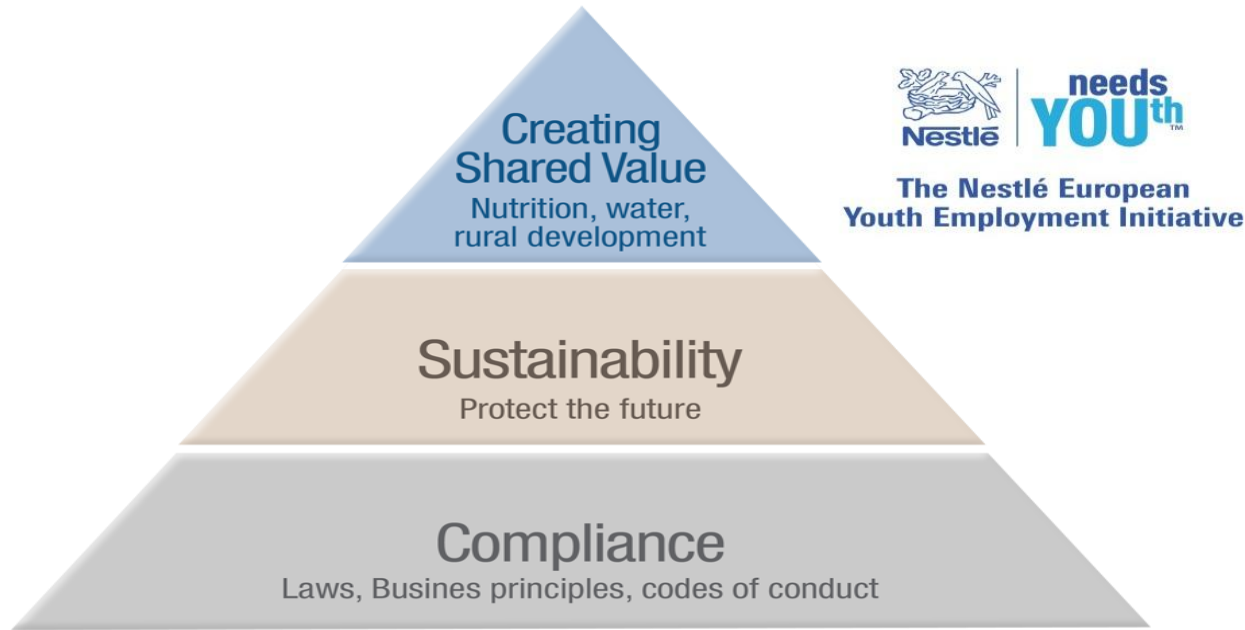
General presentation

April 2015

Unemployment: a societal disaster for Europe



The Youth Employment Initiative: top CSV priority for Europe



Our commitments



Nestlé's European Youth Employment Journey



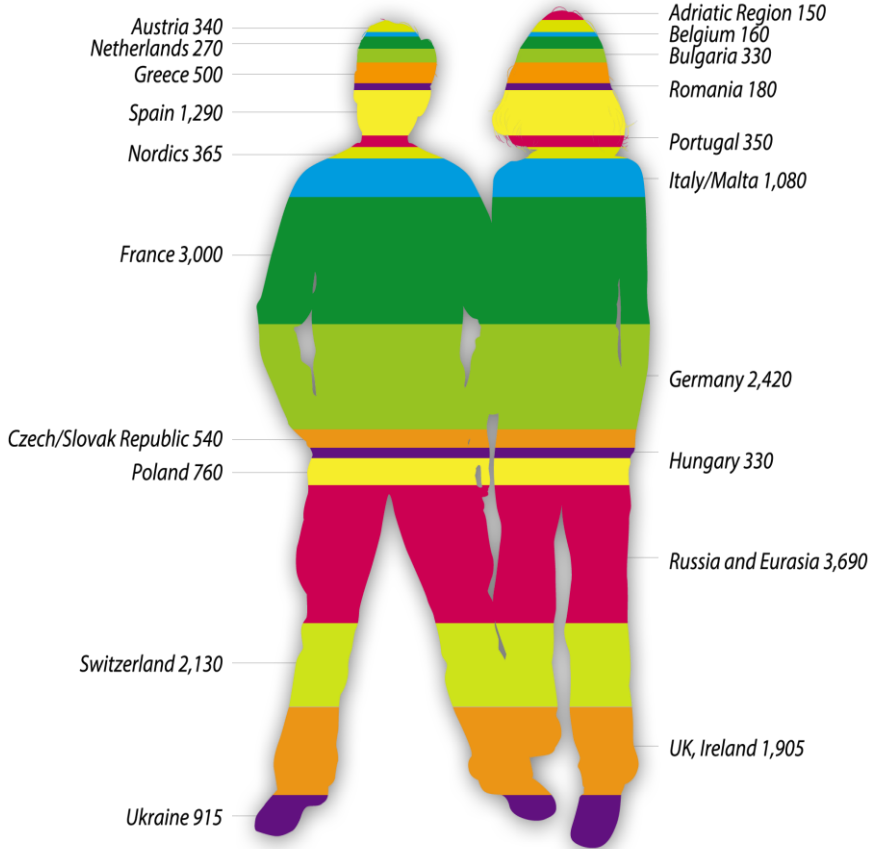
27 Sept 2013 – L'VIV
Internal kick-off
"Nestlé needs YOUth"

15 Nov 2013 - ATHENS
Launch
"Nestlé needs YOUth"

2 July 2013- LEIPZIG
Nestlé signs up to the
"European Alliance for Apprenticeship"



More than 20,000 recruitments before 2016

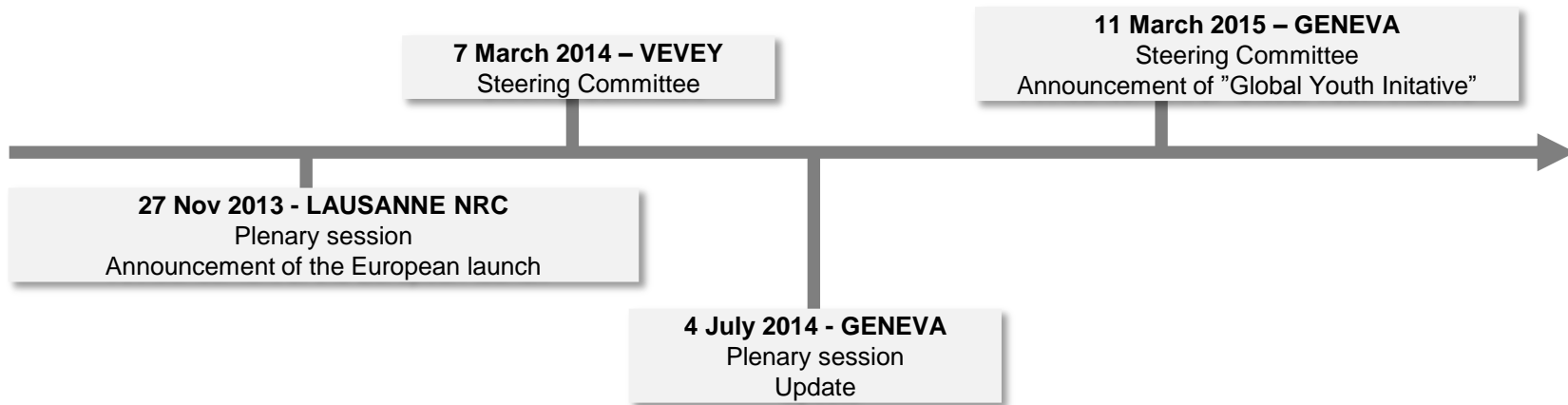


Direct recruitment and apprentices/ trainees 2014-2016 (including apprentices from South Europe)

Our results in 2014



Full support of European Works Council



Apprenticeship scheme - Avanca (Portugal)



YEAR 1



On-the job Experience
12 weeks | 480 h
Avanca's Factory



Lectures
1395 h
Vocational School

YEAR 2



On-the job Experience
14 weeks | 560 h
Avanca's Factory



Lectures
1470 h
Vocational School

YEAR 3



On-the job Experience
16 weeks | 640 h
Avanca's Factory



Lectures
1555 h
Vocational School

TRAINING



FORMAL TRAINING

Nestlé Continuous Excellence Methodology

Standard Routines, Go-See-Think-Do, One Point Lesson, Goal Alignment

Safety Health & Environment

Fire Brigades, Permits to Work, Behavior Based Safety

TPM – Total Productive Maintenance



INFORMAL

Tutoring

Feedback

Coaching & Mentoring

Labour Mobility Scheme – Spain/Germany



09/2014 – 01/2018
Apprenticeship in German factories

31/01/2014
Information and
recruiting event

02/2014 (week 8)
Application interview in
factory in Germany

03-06/2014
Internship in Girona factory and
German language course

07-08/14
Internship in German factory
(future employer) and language
course in Germany

Started last year, the programme provides apprenticeship opportunities in Nescafé Dolce Gusto factory in Schwerin (Germany) to Spanish students, who get practical and vocational training at the site and the local vocational training at the school. The programme runs in partnership with the local government of Catalonia, the Employment Office and the Chamber of Commerce and the EU's EURES job portal.



What is the «Alliance for YOUth»?



Alliance for Youth

- The “Alliance for YOUth” is an Alliance of **close to 200 companies** in Europe who recognize that youth unemployment is a major social and economic issue in Europe and are committed to helping to solve it.
- This business-driven movement aims at promoting a **better transition from education and training to employment for our youth across Europe**. The “Alliance for YOUth” wants to be a change agent in sharing knowledge and experiences to solve local barriers to youth employment.
- The “Alliance for YOUth”, founded by Nestlé, has a broad membership and all the companies involved have **pledged** to:
 - Be an active member of the European Commission's "**European Alliance for Apprenticeships**" – promoting apprenticeships and training and being active ambassadors for this approach across Europe.
http://ec.europa.eu/education/policy/vocational-policy/alliance_en.htm
 - Develop a number of **joint initiatives** to give young people meaningful work experience and internships.
 - Mobilise employees to go out into the community and help young people get '**Ready for Work**' by offering CV preparation and interview advice.
- Pledging to create **more than 100,000 job and training opportunities** for young people in the coming years.

Nestlé's European Youth Employment Journey



all4
YOUth

Alliance for Youth

FOUNDING MEMBERS
OF THE ALLIANCE

#ALLiance4YOUth



23 June 2014

Youth employment pledge "Alliance for YOUth" founding partners to EAfA

18 Sept 2014

Official launch of the "Alliance for YOUth" across Europe

WE NEED TO TACKLE THIS
TOGETHER



PAN-EUROPEAN
INITIATIVE



MORE THAN
100,000
OPPORTUNITIES

200
COMPANIES



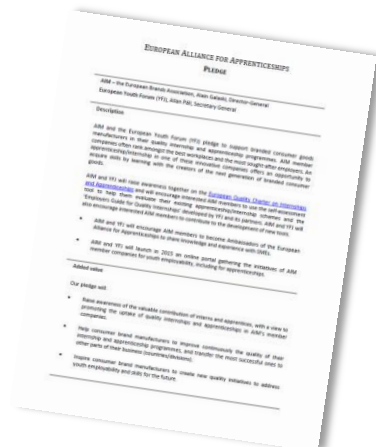
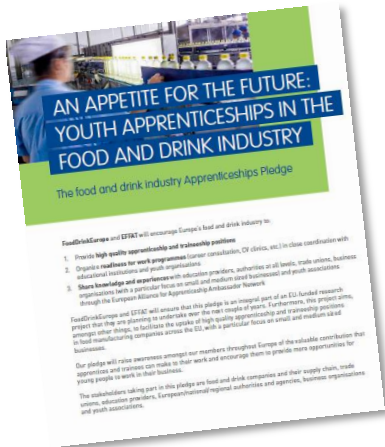
Nestlé's European Youth Employment Journey



16 Oct 2014
Food industry Social Dialogue
youth employment pledge



12 March 2015
AIM-EYF initiative
“Skills for the future”



Nestlé's European Youth Employment Journey



Alliance for YOUTH @ THE PARLIAMENT



To discuss “Alliance for YOUTH” Learnings

all4
YOUth

PARTNERS' TOOLKIT

September 2015
“Readiness for work”
toolkit

16 March 2015
Launch of the A4Y
Facebook platform



7 May 2015
YOUTH workshop



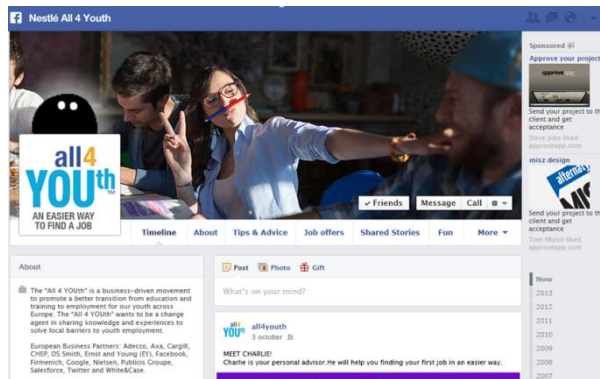
2 June 2015
YOUTH debate



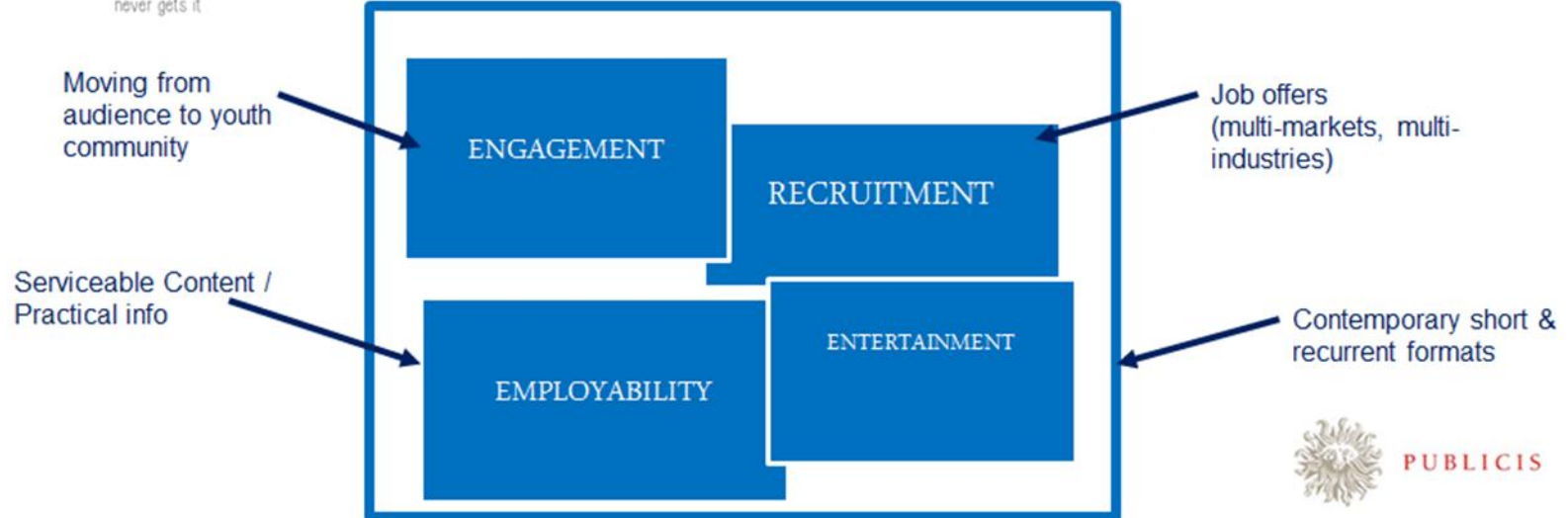
The first EUROPEAN community dedicated to youth employment



- A social & participative platform MADE by youth FOR youth
- Hosted on **Facebook**, offering education, jobs, services and entertainment.
- Creative, trendy, relevant and most importantly, serviceable and authentic.
- Developed with CREA and INSEEC, 2 Higher Education Institutions for Bachelor and Master degrees in digital marketing, based in Geneva, Paris, London



Four pillars of the Digital platform of the Alliance





needs
YOUth



**all⁴
YOUth**

All4YOUth
Organization

Like

+ Follow

Message



Timeline

About

Job offers

Photos

More ▾

PEOPLE



1,378 likes

Invite your friends to like this Page

ABOUT



The "Alliance for YOUth" is a business-driven initiative set up to tackle youth unemployment in Europe, one of the most dramatic social consequences of the...

READ MORE

Ask for All4YOUth's website

Suggest Edits

Post

Photo / Video

Post



All4YOUth added 3 new photos — 🥰 feeling thankful with Anthony Lamy at Facebook London.

5 hrs · Edited · 🌐

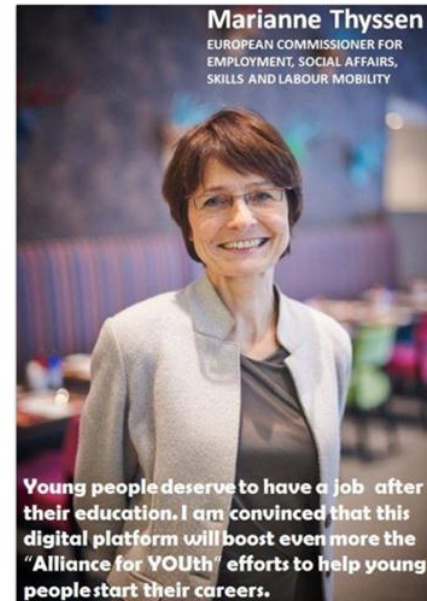
At our London launch event, some of the top Executives in Europe and globally took several hours to get to know, coach and celebrate with 60 young people from across Europe. Here go some photos: Nicola Mendelsohn and Anthony Lamy from Facebook engage in deep discussion with a group, Luis Cantarell from Nestlé is shooting a souvenir photo with his team, while Christophe Cambournac from Nielsen is trying a new cool look with his trainees...

3G 12:21 PM 84%



All4YOUth

Commissioner Thyssen sends a special greeting for the launch of the Alliance For YOUth's digital platform in Facebook!



News Feed Requests Messenger Notifications More

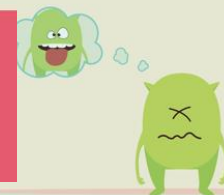
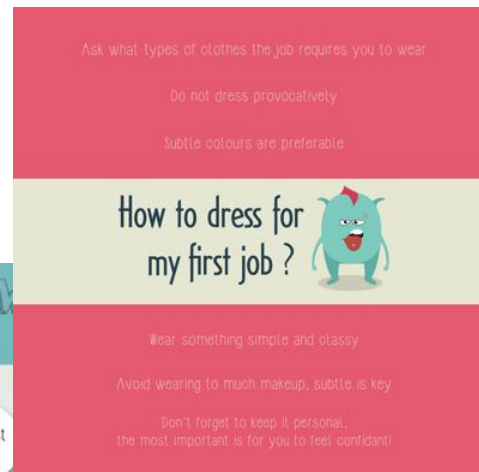
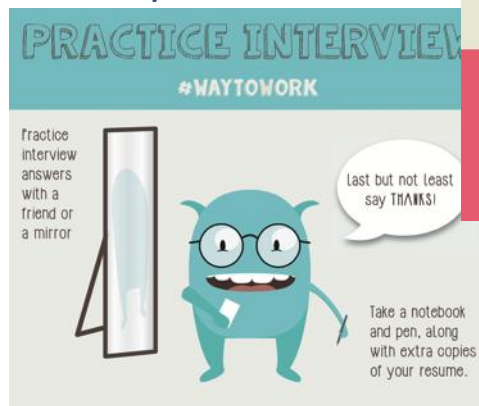
“Readiness for Work” Toolkit developed with partners

– 2 ways to touch young people

- The Facebook page (March 2015)
- A toolkit for “Readiness for Work” workshops/events (September 2015)

– 5 main areas of focus

- How to look for a job
- Preparing your CVs and Cover Letters
- Taking care of your Digital Footprint
- Securing an Interview



GET RID OF
your embarrassing
profile picture

2 major upcoming «ambassador» events



eu40[®]

all4
YOUth
Alliance for Youth



eu40[®]

all4
YOUth
Alliance for Youth

SAVE THE DATE

YOUth WORKSHOP

7 May 2015

1.30-5 PM, FOLLOWED
BY A COCKTAIL RECEPTION
EUROPEAN PARLIAMENT
ROOM A3H-1

Alliance for YOUth @ THE PARLIAMENT

The founding "Alliance for YOUth" partners cordially invite you to the "YOUth workshop" involving (former) apprentices and trainees from "Alliance for YOUth", youth representatives and policy advisors from relevant MEPs.

You will discuss in three small groups your expectations on youth employment practices starting from the "Alliance for YOUth" learnings. You will make recommendations on how policy-makers and business can better contribute to it.

The discussions will be moderated by HR Managers from the "Alliance for YOUth". The conclusions of your work will be presented at the European Parliament on 2nd June 2015.

The "Alliance for YOUth" is a business-driven initiative set up to tackle youth unemployment in Europe, one of the most dramatic social consequences of the economic crisis. So far, close to 200 companies from across Europe have joined the "Alliance for YOUth".

Please register early on Alliance4YOUth@nestle.com as each workshop is limited to 15 places.

FOUNDING MEMBERS
OF THE ALLIANCE

#ALLIANCE4YOUth



SAVE THE DATE

YOUth DEBATE

2 June 2015

1-2 PM FOLLOWED BY A
COCKTAIL RECEPTION
EUROPEAN PARLIAMENT
ROOM PHS P5B001

Alliance for YOUth @ THE PARLIAMENT

Eva Paunova MEP, the European Youth Forum, EU40 and the founding "Alliance for YOUth" partners cordially invite you to a dynamic debate with high level policy makers, CEOs and youth representatives including trainees and apprentices.

The "Alliance for YOUth" is a business-driven initiative set up to tackle youth unemployment in Europe, one of the most dramatic social consequences of the economic crisis. So far, close to 200 companies from across Europe have joined the "Alliance for YOUth".

Together, these partners pledged to the European Alliance for Apprenticeships to create more than 100,000 jobs and training opportunities for young people. One year after their pledge, the "Alliance for YOUth" partners want to bring their learnings to the table.

To register, please inform [Camelia Vasile](mailto:Camelia.Vasile@eu40.eu) on Camelia.Vasile@eu40.eu or +32 263 96 234.

FOUNDING MEMBERS
OF THE ALLIANCE

#ALLIANCE4YOUth





The Nestlé European Youth Employment Initiative

