



needs  
**YOU**<sup>th</sup>™



**Tom Banham**  
**Head of UK Academy Talent**

*16<sup>th</sup> April 2015*

# Agenda

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- The European YEI project
- Focus on the UK and our Academy
- Creation on the Fast Start School Leave Programme
- Business results and outcome

# Our Commitments in Europe



**“By 2016 we will have a robust  
Talent Pipeline filled with  
outstanding internally grown  
people”**



# Life before the Academy!



High Potential talent not retained or accelerating

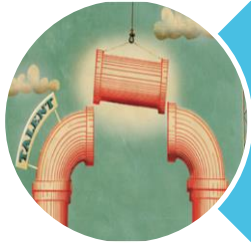


Lack of consistency



No transparency of our talent offerings

# The Nestlé Academy – Our Aims



To develop a strong talent pipeline

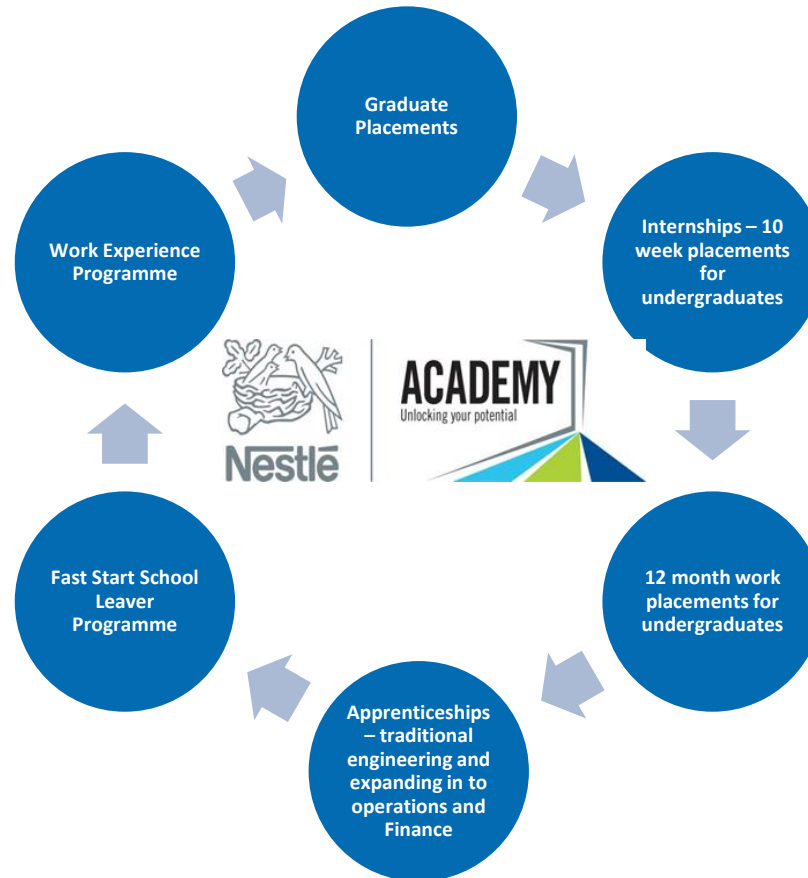


To create opportunities for all



To promote the Food and Drinks industry as a sector of choice

# Acceleration of the Academy



# Our Challenge?



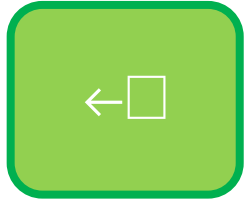


# Fast Start – School Leaver Programme



**Sheffield  
Hallam  
University**

**BA Hons Professional  
Business Practice**



## How does the scheme work?

- Combined work & study programme
- Study towards a BA (Hons) degree in Professional Business Practice
- 6 month Functional Placements in HR, Supply Chain, Sales & Marketing
- After year 2 Fast Starts are placed in one of the functions
- 7 periods of study release each year, for 5 days at a time at Sheffield Hallam University.

## Entry Requirements:

- 5 GCSE's minimum grades A\* to C.
- 300 UCAS points from 3 A2 levels or equivalent. Excluding general studies.
- Qualifications completed within the last 2 years.
- Some work experience, but not essential.
- Desire to work in the food and drink industry.
- Ambitious with potential we can develop.

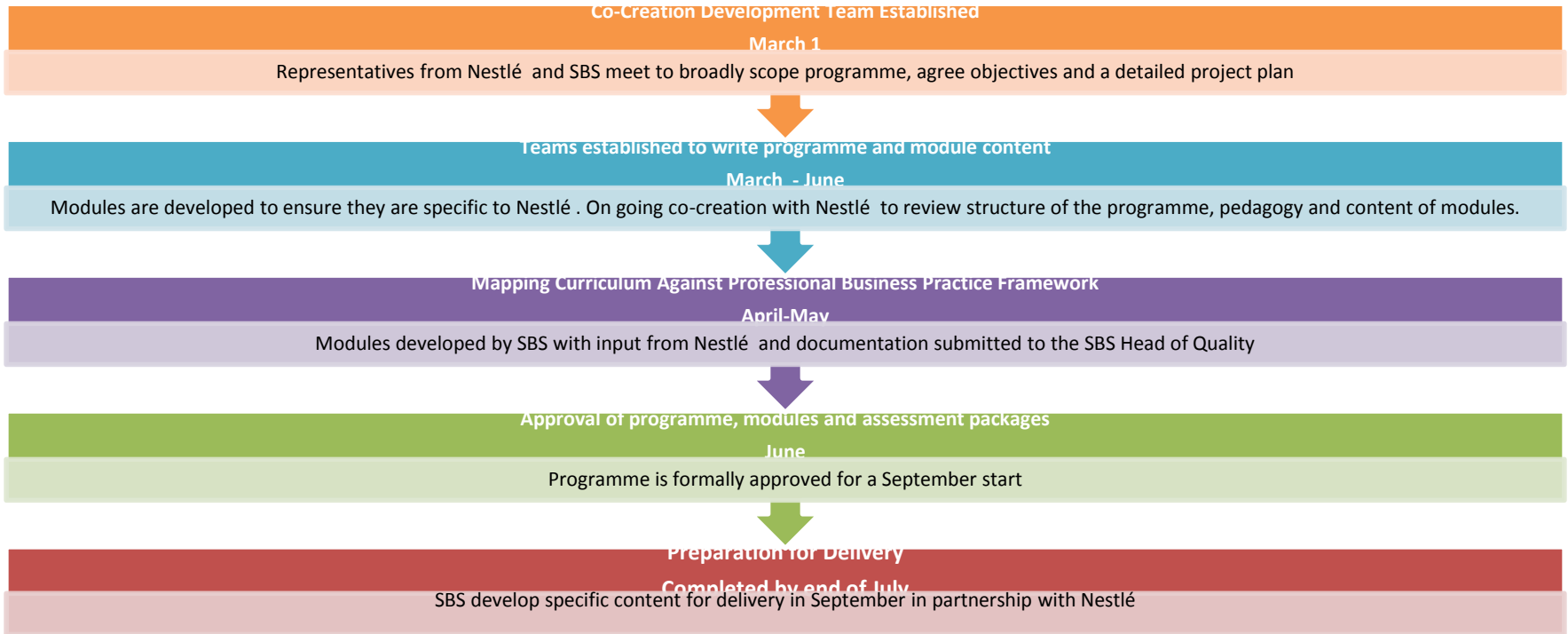
# Programme Development

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- Researched school leaver market, reviewing best practice
- Engaged with the National Skills Academy for F&D
- Identified suitable partnerships based on; location, expertise and reputation
- Invited organisations to submit interest to deliver the programme
- 23 applications with 5 partners invited to a final stage meeting, with site visits for final 3

# Programme Implementation Timeline



## Purpose

To ensure that Nestlé's desired outcomes are achieved and the students have a first class experience

## Client Relationship Management

SBS Programme Leader to manage the overall relationship between The University and Nestlé

## Steering Group

- Nestlé and SHU representatives to steer development of the programme for September start and throughout delivery

## Programme Management

- SBS Programme Leader working closely with SBS Account Manager to:
  - Manage operational delivery of the programme
  - Liaise with the teaching team and manage quality and academic standards
  - Point of contact for students in addition to their direct contact with individual modules tutors

# Business Results

- Roles filled within limited timescales
- Over 50% conversion rate at assessment centre
- Business buy-in and traction
- Commercial Trainees delivering in Graduate Roles



# Key Learning

- Plan
- Challenge
- Partnership
- Feedback
- Evaluate



Any Questions?