



**AFEST**  
ACTION DE FORMATION  
EN SITUATION DE TRAVAIL

**SG OJT**  
SCHEDULED AND GUIDED  
ON THE JOB TRAINING

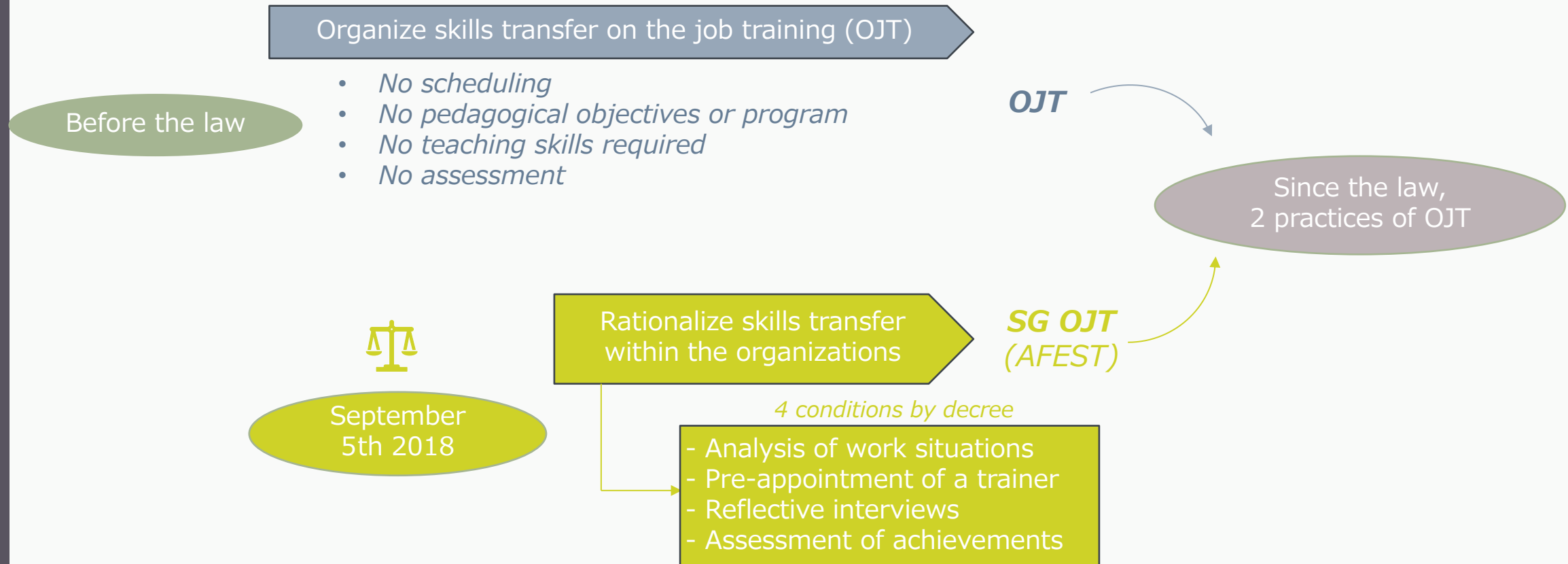
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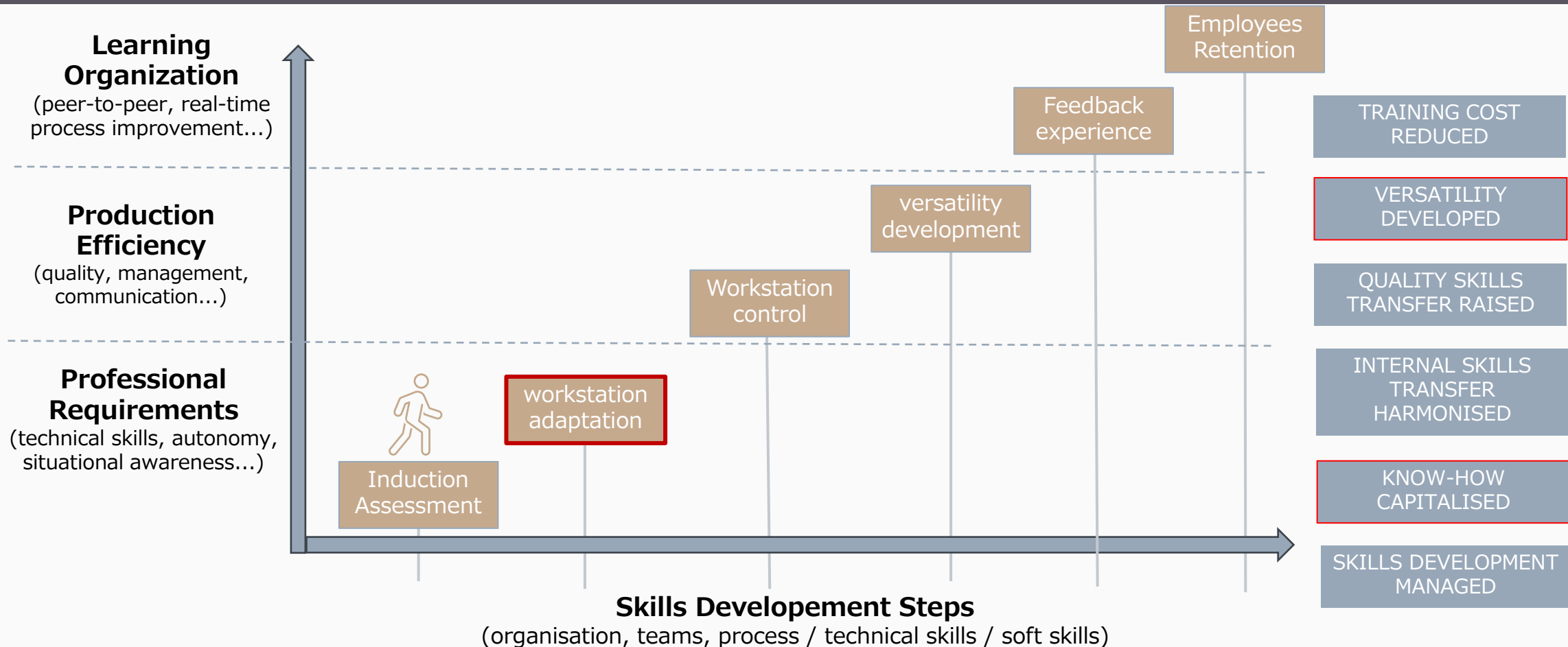
# From OJT to SG OJT (Scheduled & Guided OJT)

## Elements of French context



# AFEST / SG OJT / Global applications

## From individual to collective benefits x Skills Development steps



# AFEST / SG OJT / Specific application #1

## Capitalize on know-how from specialists & train non-specialists

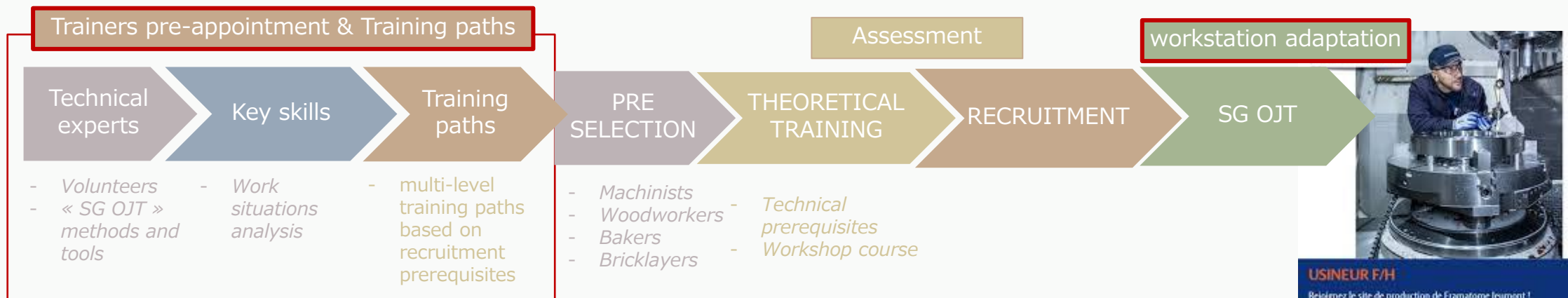


Plant specialized in the design, manufacturing and maintenance of mobile components for **nuclear power plants**.



Demographics marked by a **high average age** and a **local job market** which qualifications do not match the needs of the plant.

**Strong recruitment needs and shortage of technical skills with risk of losing know-how**



# AFEST / SG OJT / Specific application #2

## Improve integration and develop versatility



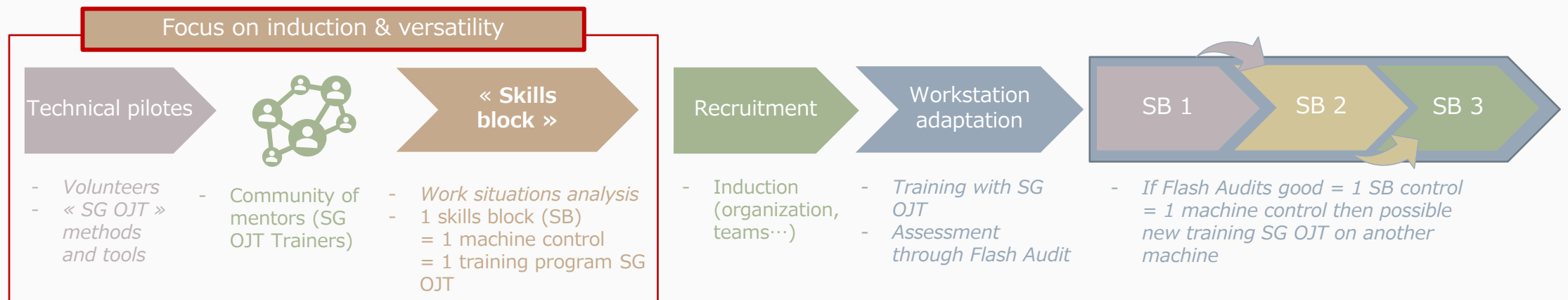
Plant specialized in highly complex production of structural parts for the **aerospace industry**.



Number of employees doubled in few years. Creation of an in-house school.



**Need to develop loyalty right from the start, and versatility for long-serving employees**



\*SB : Skills block