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Vale invests in education, health and safety, diversity and inclusion

Top iron ore producer operates in about 30 countries

The world leader in iron ore production, Vale invests in people to sustain its operations and develop projects in about 30 countries in which it operates. The company remains committed to building a relationship of quality and confidence with its employees, creating a working environment that values the talent of each and every one of them and permits everyone to contribute to the company's objectives.

Vale's main HR initiatives are:

- To educate and develop its workforce – Vale is a company that is focused on training and qualifying its people in different modalities:

- (1) training prospective employees in the regions in which we operate for future incorporation within the company, through our “Gateway” programs;
 - (2) developing leaders, with the priority on supervisors – the first level on the leadership ladder – and learning through day-to-day experience;
 - (3) providing support to complement the basic and technical training of technical-operational level employees;
 - (4) developing and implementing health and safety programs to achieve our zero-accident target;
- practising inclusion and valuing diversity among our employees,
 - holding regular opinion polls among employees to map out improvements to be implemented.

‘Gateway’ Programs

Vale invests in programs to train technical and mid-level professionals recently admitted to the company as a means of providing employees with the specific skills to meet its operational requirements. The main programs are the Professional Training Program (PFP), and the Internship and Young Apprentice programs.

Professional Training Program (PFP)

This program is geared towards mid and technical level professionals and lasts between 12 and 18 months. The purpose of the program is to prepare young people for their first job in an administrative or operational capacity by providing them with technical professional qualifications and practical experience within the company. The program is also intended to encourage local development by providing access to education, jobs and income.

For a period of three to five months participants on the program’s technical qualification courses study full-time at one of our partner institutions. They then go on to acquire hands-on professional experience in one of Vale’s operational departments. Once enrolled on the program, participants can expect to see an average 60% increase in their family income.

Since 2008 more than 15 mil individuals from Brazil, Mozambique and Malaysia enrolled on the PFP.

The “Gateway” programs are created and overseen by ‘Valer’, Vale’s corporate university.

‘Valer’ – Vale’s corporate university

With the goal of developing people to guarantee the sustainability of its business operations, Vale created its educational area, Valer, in 2003. In addition to providing professional training for its workforce, Vale’s corporate university is also tasked with promoting the growth of the communities in which the company operates, by providing access to education, jobs and income.

Vale currently has physical units in Brazil, Mozambique, Canada, Malaysia, Oman and Switzerland.

Through its partnerships with teaching institutions across the globe and the efforts of its internal training area, the company is responsible for a variety of initiatives in the basic education, technical training, managerial development, corporate citizenship, art and culture sectors. Various courses currently on the market were pioneered by the company in partnership with teaching institutions.

Vale has more than 2,600 educational initiatives on its books, geared towards the development of three target sectors: technical-operational (technical and mid-level personnel), technical specialist (senior level) and managerial. The company also provides opportunities for the development of skills associated with the company’s strategic interests that encompass all the above sectors, such as health and safety, sustainability and innovation.

Managerial Development

Vale believes that development is mainly attributable to the following three factors: 70% of learning is based on personal experience, 20% on contact and exchange with other people and 10% on formal instruction (classroom instruction, online courses, books, etc.). With the objective of maximizing the response of Vale's leaders to the demands of its operations and encouraging self-development, the Management and Leadership Development Track offers a variety of educational solutions for all leadership levels: supervisors, managers and directors.

In addition to classroom instruction specifically geared to our activities and the use of a variety of educational tools, such as business games, videos and simulations, the company is investing in educational solutions involving alternative forms of learning, such as webcasts, conversation circles, sharing of best practices and lessons learned, to encourage learning through personal day-to-day experience.

One example of these strategies is the creation of a network of educational leaders that disseminate their knowledge among other leaders, as well as a virtual community exclusively for the use of managerial personnel that has already reached an average of 21,000 hits a month.

Health and Safety

Vale provides training to raise awareness amongst employees regarding the importance of health and safety and to reduce accidents, with the objective of achieving its zero-accident target. These initiatives include the creation of multi-media material for training in critical activities.

As a result of this policy the lost time injury frequency rate has fallen each year. It was 0.58 in 2015, 0.6 in 2014 and 0.69 in 2013. This rate is obtained dividing the number of lost time injuries by man-hour and multiplying it by 1 million.

Diversity and Inclusion

In 2012, Vale created an area within its HR department to focus on diversity and inclusion. One of the initiatives produced by this area is the Gender Equality Program, which seeks to recognize and promote women's talent and capabilities without creating an environment of discrimination. The project consists of a range of actions to encourage increased numbers of women on the company's staff, adapt work environments and conditions to make them more appropriate for women, increase awareness among employees on the issue and promote participation in events and forums on the topic.

More information



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