



Leonardo da Vinci Thematic Conference

*“Competences, Learning outcomes, Qualifications:
Transparency contributing to Employability”*

Workshop 6

Mobility as an asset for professional development

Kaspar Fischer
MAN Diesel (DE)



“Industrial technical trainees are trained in Danish companies”

Project Reference: Leonardo Mobility Project

Contract Year: 2005-2007

Contractor: MAN Diesel SE, Germany

Partners: MAN Diesel A/S, Denmark



Objectives of the Project

- Gather work experience at production of Diesel engines
- Improvement of language skills in working process
- Development of personality
 - Autonomy
 - Self-confidence
- Willingness to join assignments at customers and licence holders worldwide
- Socialising with Danish colleagues
- Get familiar with the Danish system of vocational training



Beneficiaries of the Project

- 20 apprentices in industrial technical fields
- Age 17-20 years
- Apprentices in third and fourth year of training
- Strongly performing apprentices
(approx. 1/3 of age-group)
- Occupations with frequent assignments abroad
- Apprentices with adequate mental and personal abilities



Outcomes, Products, Results -1

- Introduction and becoming acquainted with
 - Common organisation (working hours, recreation, leisure time)
 - Company und production facilities
 - Products
 - Superiors and colleagues
- Collaboration in production procedures in the own vocational field and job-overlapping
- Improvement of English language skills in technical area



Outcomes, Products, Results -2

- Improvement of occupational qualifications
- More self-confidence
- Experience in Danish work organisation
- Assignment of Peer-tasks within subsequent groups
- Statement of ability to become an “International Service Engineer” in a four-year training
- Keep an Europass Mobility certificate

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MAN Diesel SE

Products: Two- and Four-stroke Diesel engines 500 KW – 100 000 KW for stationary plants and ships

Production locations: Germany, Denmark, Great Britain, France, Czech Republic, China

Staff members: 6700

Turnover: 1700 Million €

Service support base: approx. 50 worldwide

Export rate: 85%

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Locations in Europe

Germany

MAN Diesel SE

Augsburg

Hamburg

Denmark

MAN Diesel A/S

Copenhagen

Frederikshavn

Holeby

Great Britain

MAN Diesel Ltd

Stockport

Colchester

France

S.E.M.T. Pielstick S.A.

Paris

Saint Nazaire

Jouet

Czech Rep.

PBS Turbo s.r.o.

Velká Bíteš



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Significance of international competence for MAN Diesel SE

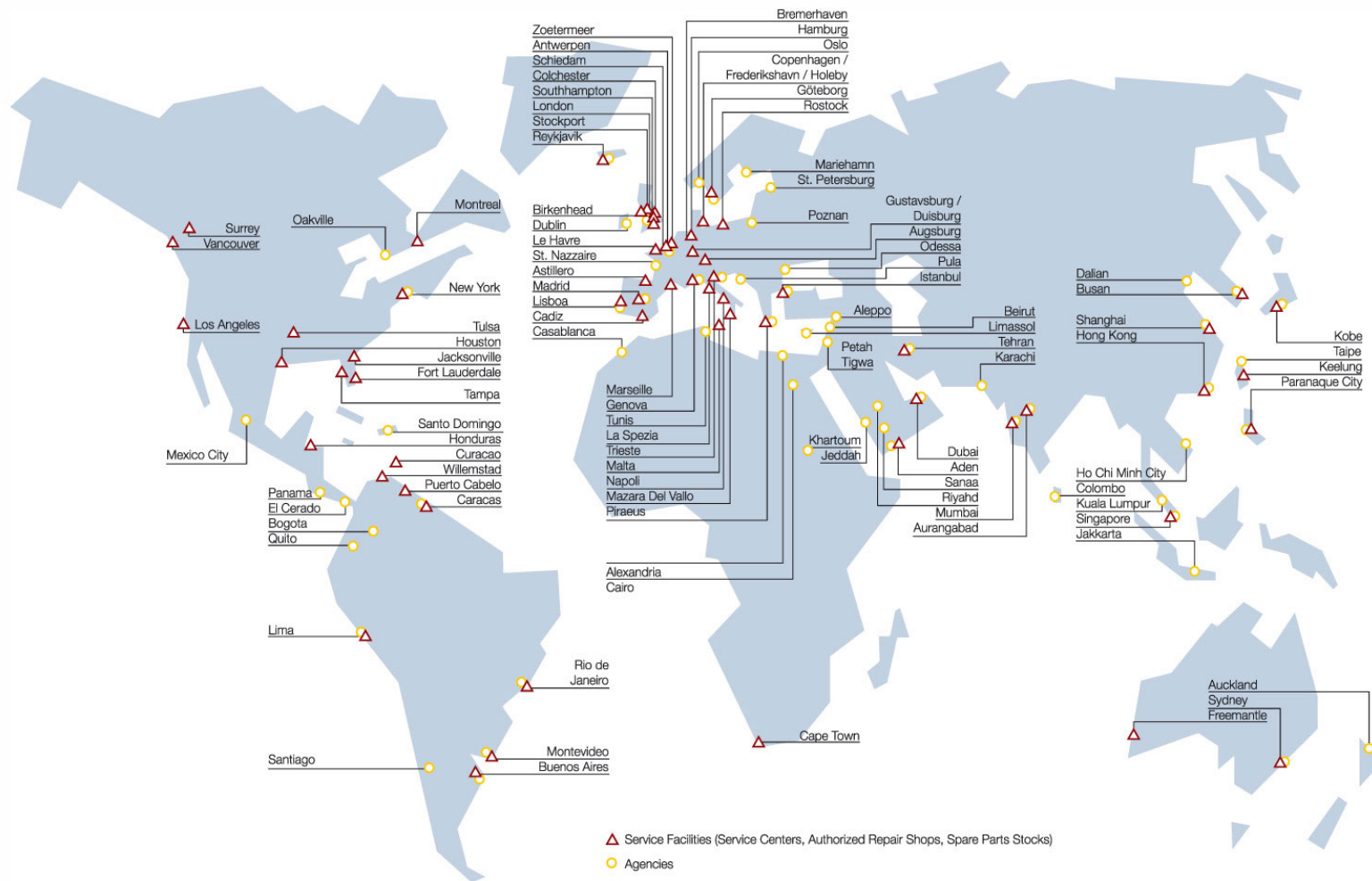
- High export rate
- Worldwide licence holder net
- Worldwide Service- and distribution market
- Assembly, installation, commissioning at the customer by predominantly German and European employees
- Language competence: English, Technical English, another foreign language
- Cultural features

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Service Worldwide



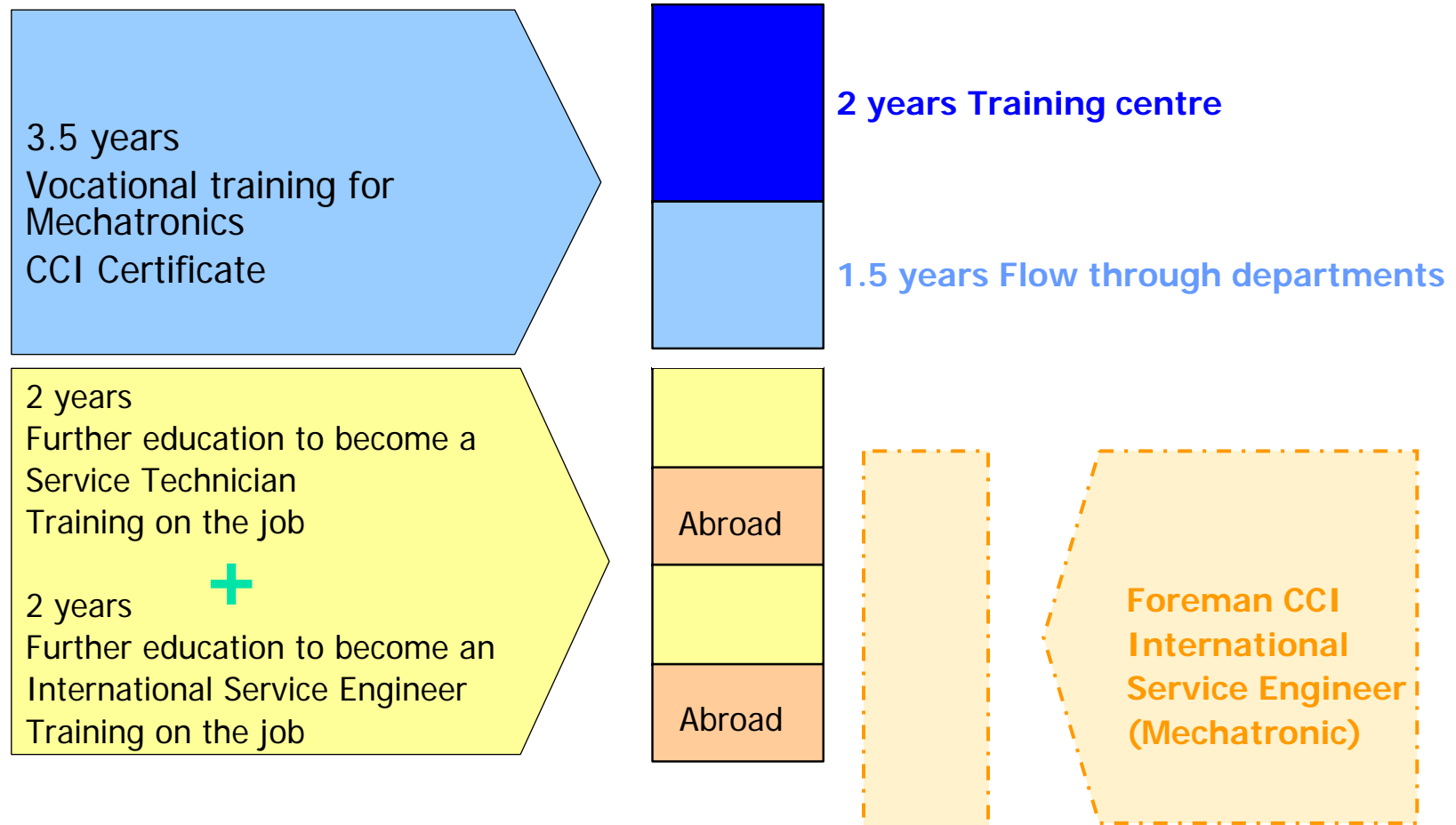


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MAN Diesel SE

Personnel development concept of the International Service Engineer





Challenges ahead

Experiences with the LEONARDO-Mobility Project

- High efforts for application and reporting
- Good capabilities for the first vocational training
 - ↳ Improvement of language- and professional skills
- Insufficient subsidies
- Longer period of project term (4-5 years)
- Selection of partner organisation