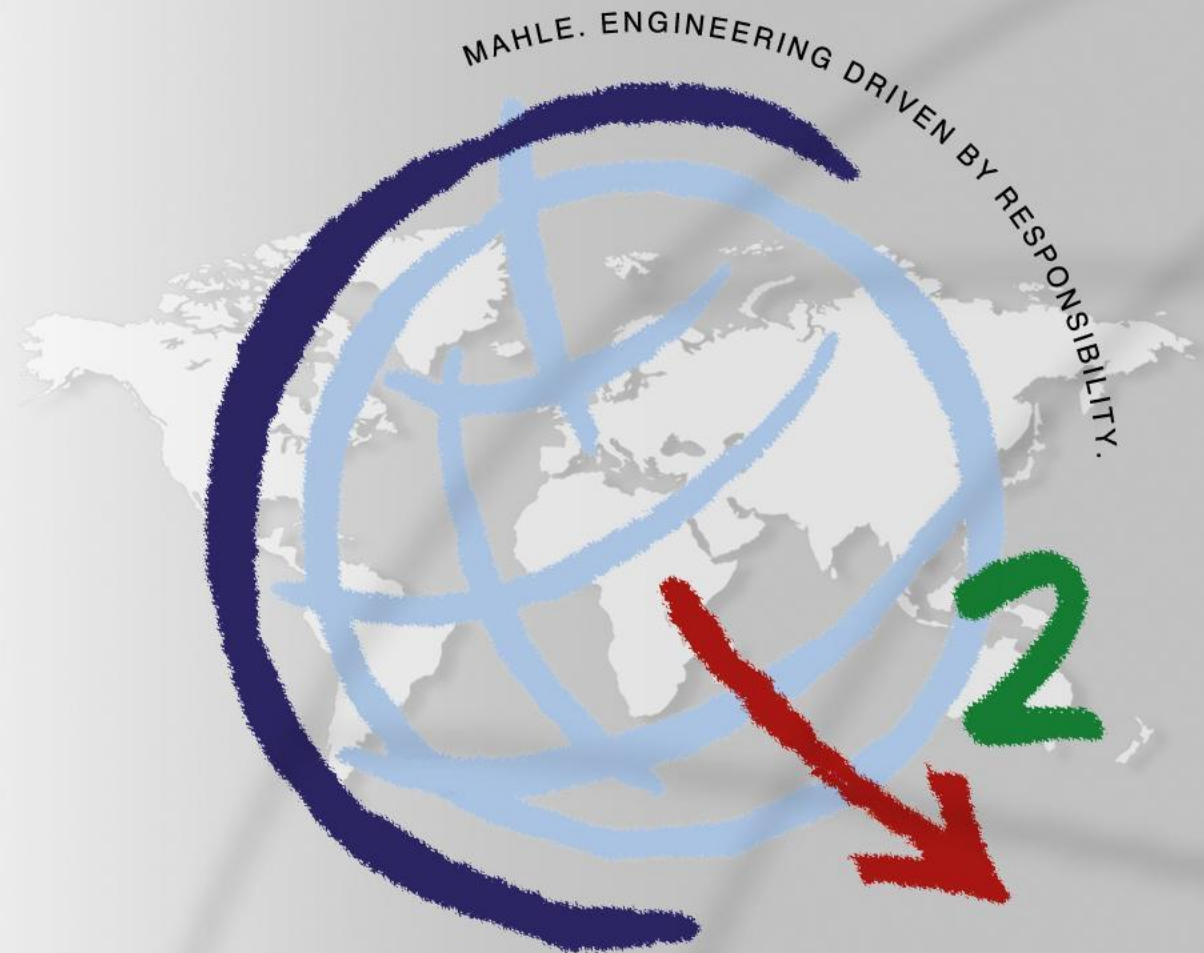


## School centre - company collaboration in WBL:

## Testing theory in practice

Tanja Krapež

MAHLE Letrika d.o.o.





**MAHLE products are installed in more than 50% of all cars produced worldwide**

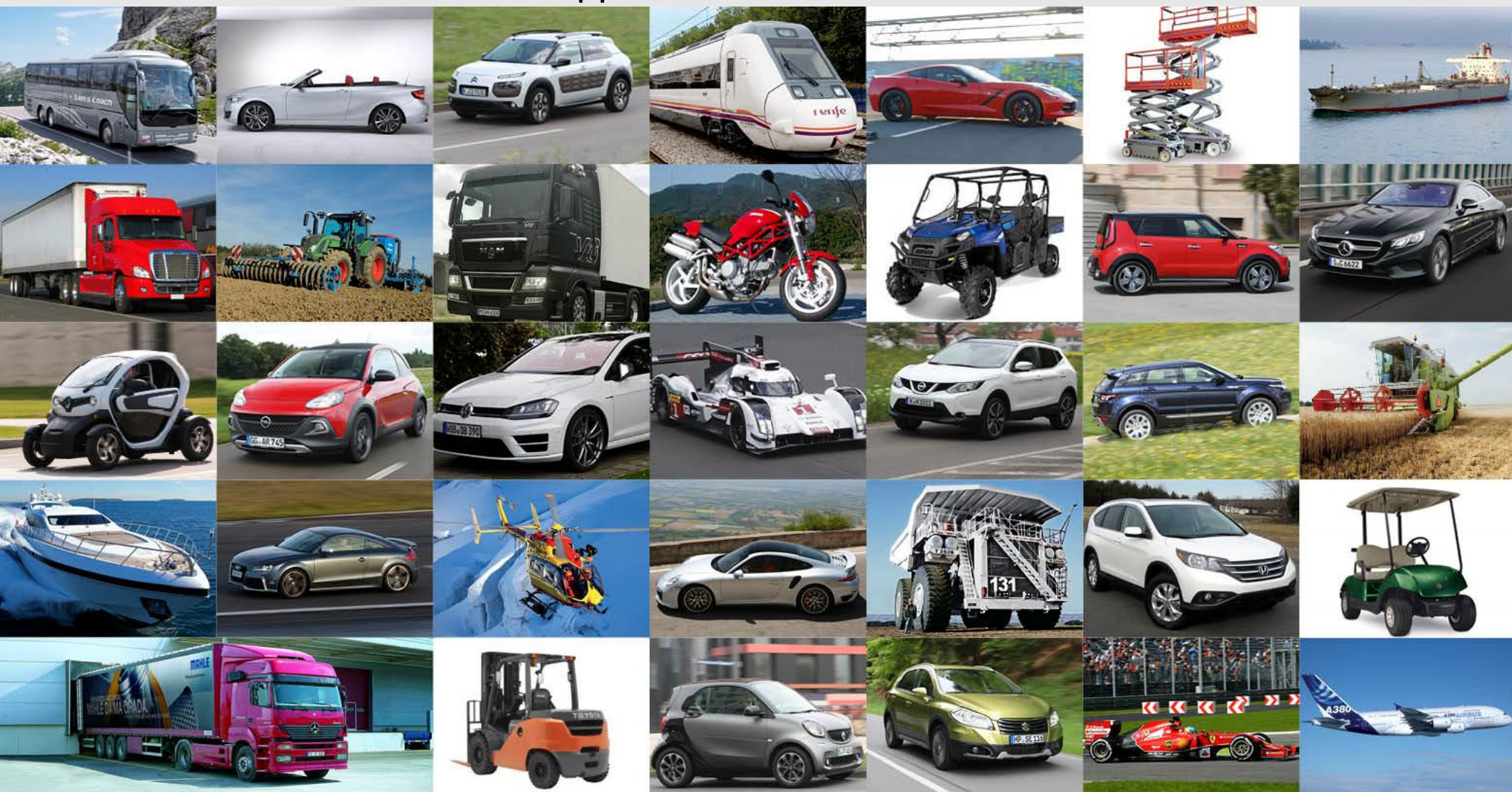


MAHLE Mechatronics

MAHLE Group – Strong customer base  
for automotive and industrial applications

**MAHLE**

*Driven by performance*



[illegible]

# What do we seek in our future employees?

## "Technical" competencies:

- keeping and deepening the level of knowledge (specialization):
  - mechatronics
  - mechanical engineering
  - electrical engineering
  - IT
- industry 4.0 (keep more complex workplaces)
- languages
  - Slovenian
  - foreign languages

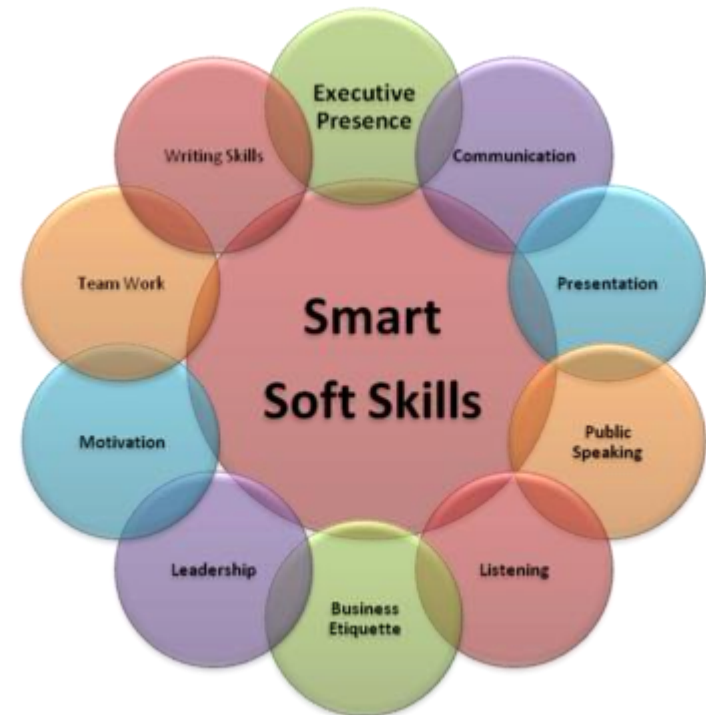




# What do we seek in our future employees?

## "Soft" competencies:

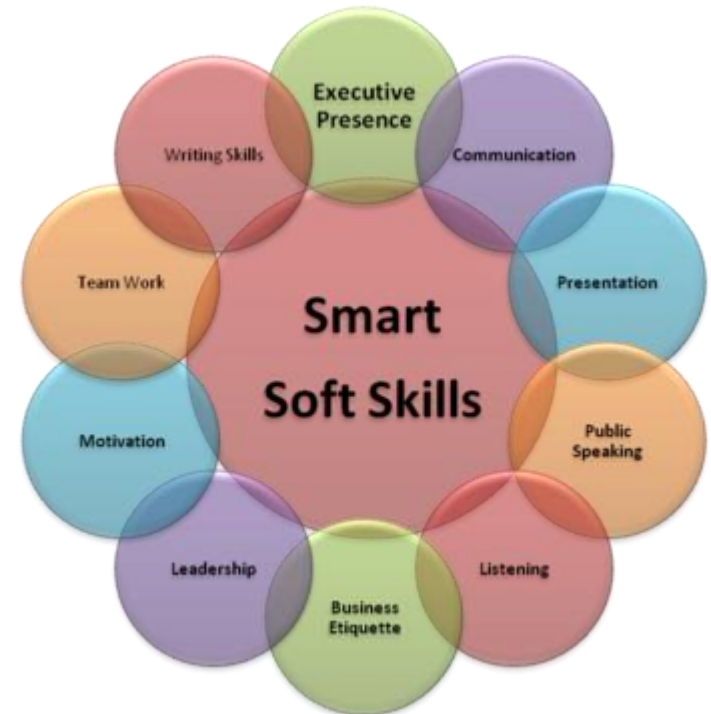
- complex tasks and increased requirements of workplaces demand
  - more independence
  - responsibility
  - self - initiative
  - decision making
- diverse co-workers demand
  - change in mind-set
  - what others CAN contribute instead
  - what they CAN'T contribute
  - what they don't know



# What do we seek in our future employees?

## "Soft" competencies:

- continuous flexibility of workplaces and constant changes require:
  - better communication skills
    - expressing opinion
    - presenting arguments
    - constructive feedback
    - negotiation
  - creativity and flexibility of employees



Soft competencies apply to both sides:

- management that introduces the changes
- employees that are included in the changes

# Where are our challenges?

## **Challenge for the VET providers**

enough practical knowledge and practical training for the students that are employed immediately after finishing VET

### **and**

high level of general knowledge for the students that continue their studies

## **Challenge for the Higher VET providers**

bringing up independent professional capable of taking decisions and managing groups

## **Challenge for the employers**

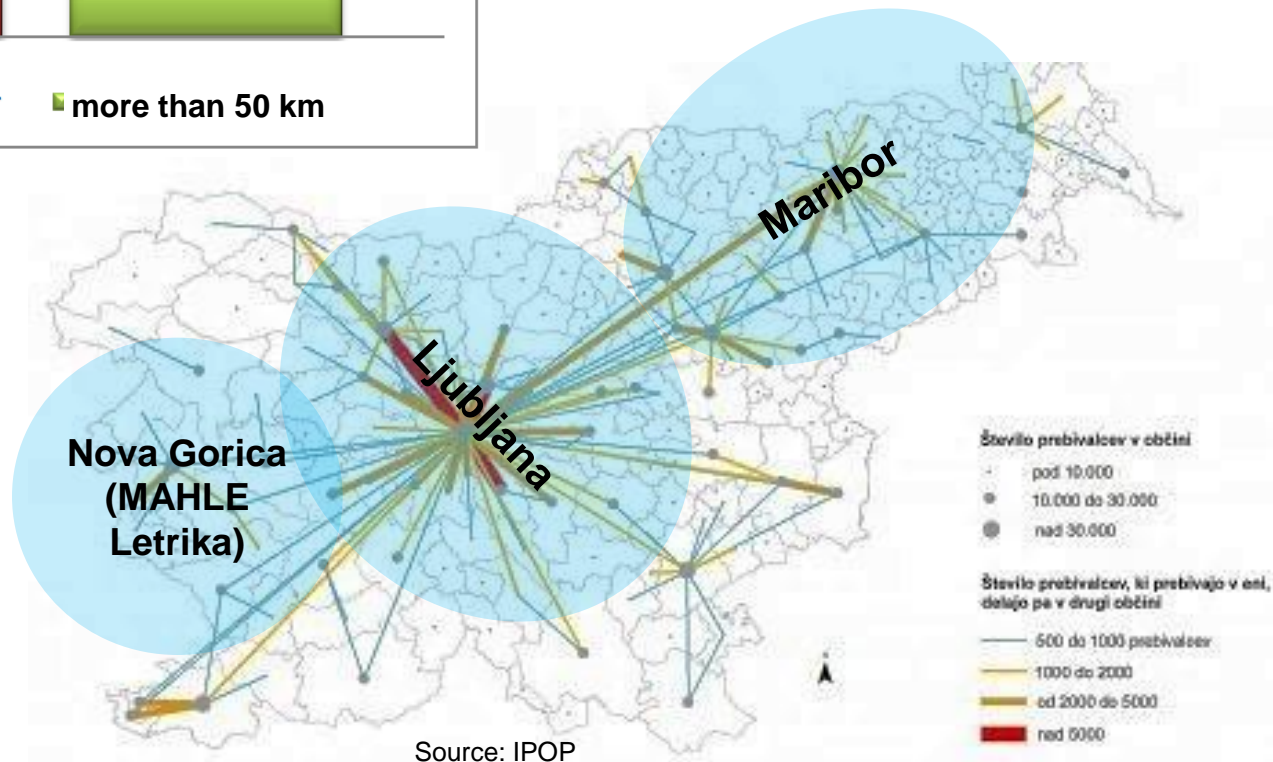
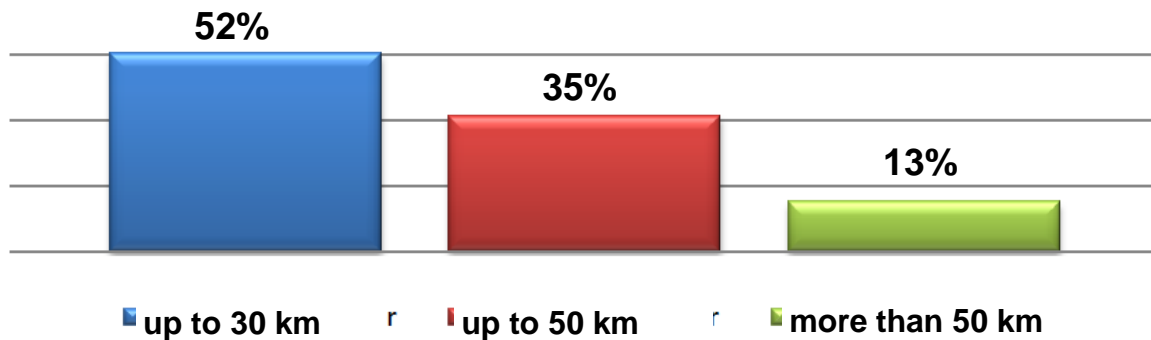
creating interesting workplaces for the new employees, so that they want to work and stay there for a longer period of time (retain the experienced employees)





## Where are our future employees?

Source: Diplom. Thesis TŽ / Univ.Maribor



Source: IPOP

# Main activities

## ■ Internships

- approximately 100 - 120 per year, but in 2017 220!
- mostly technical profiles (from vocational to university level)
- big investment of time, effort and funds from the company, but presents very good way to promote the company and attract, test, train and employ new colleagues

## ■ Field trips

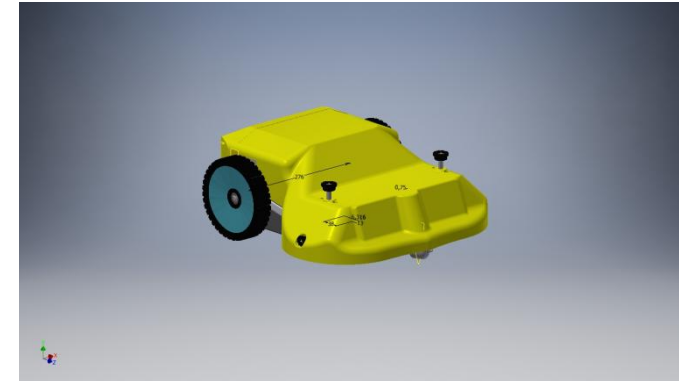
- students - electrical technicians  
visiting noise and vibrations dept.



# Main activities

## ■ Implementing common projects

- autonomous lawn mower



## ■ Scholarships

- 155 scholarships, 50 for secondary school, the rest are bachelor and master university students (mechanical and electrical engineering)
- integrate students into company during their studies through:
  - internships,
  - summer work,
  - bachelor and masters final thesis,
  - project assignments and company visits
- yearly internship for our scholars is in place from 2017 (3-4 weeks)

# Why WBL approach is so important?

## Company's perspective

- get to know the school programme (the level knowledge/skills it provides)
- get to know the students
- avoid prejudices - get to know the millenium generation and mutual learning - exchange knowledge, skills, ideas
- provides opportunity to contribute to students education
- socializing in the workplace

## Student's perspective

- transformation of theoretical knowledge into real life experience
- give the sense of being capable and competent person
- as a result, a person becomes more self confident and better at soft skills





# Positive experience

## Perspective of in-company trainers

- students with deep interest for technics, students who seek knowledge
- self initiative students who seek work
- students who already have some technical experience (WBL in free time!!)
- new colleague - employment of the student after he/she finishes the school

## Perspective of the students

- interesting field of work
- dedicated time of in-company trainers
- knowledge and experience of in-company trainers
- feedback - have I chosen the right proffession?



# WBL in free time

## The project "*Formula Student*"



# MAHLE

*Driven by performance*

- "*Formula Student*" is a world student engineering competition, in which student teams from around the world compete with a formula racing car designed and built by themselves.
- The winner is not the fastest team, but the one with the best package - best design, best characteristics, best financial and sales planning.

