RUDUS – A process-oriented training concept alongside the value chain.

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Manufacturing & Production – Training examples KTC

Kaluga Training Center
powered by Oblast Kaluga /
TÜV Rheinland / Kalibrix

- Pharmaceutical professions
- Industrial mechanic
- International welding standard
- Maintenance / Repair / Overhaul
- Transport and logistics
- CNC-manufacturing
- Energy efficiency
- Quality management training
- Measuring technologies

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Training services along the product life cycle

Training of technicians

Cross brand industrial training

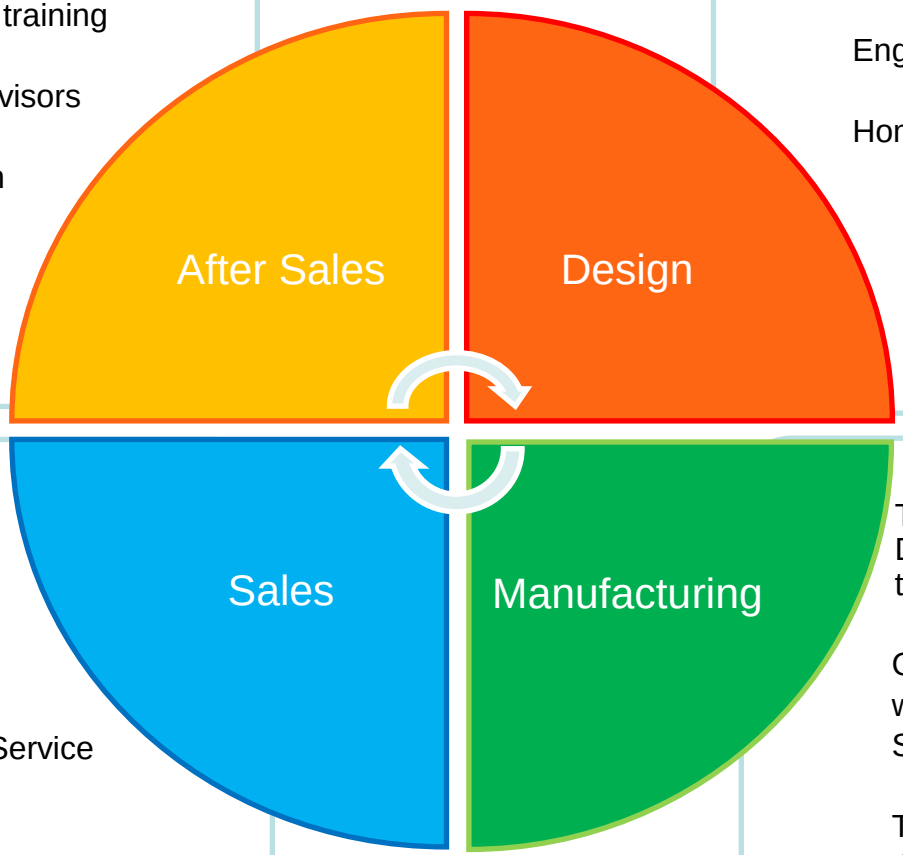
Training of Service Advisors

Personnel Certification

Training Product Development APQP…

Engineering Skills

Homologation



Mystery Shopping

Trainings Dealership Service

Training in sales and dealership processes

Training Supplier Development (QM tools, Lean Production)

Quality Assurance whithin the OEM Supply Chain

Training in operational improvement and excellence

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Success is predictable.

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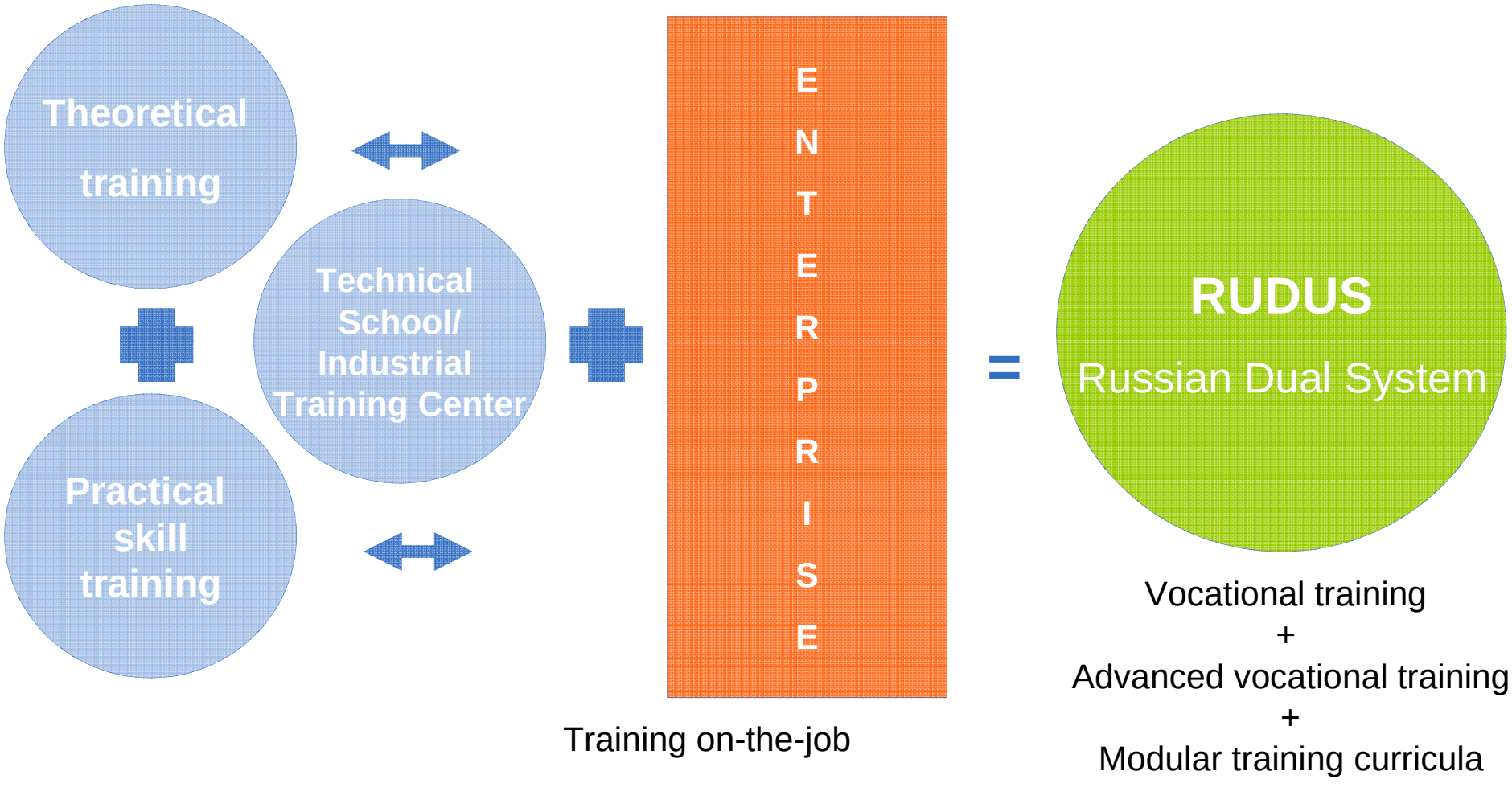
Supporting and Supplementing



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Train the trainer – Influences on professional training

1. Increasing build-up of modern production facilities by foreign investors.

- High and short term demand in qualified staff for different professions to be performed in an up-to-date standard.
- Consideration of different qualification philosophies according to the investor´s origin (European/American system).

2. Disregard of professional training in Russia since the early nineties in favour of university education.

- Social favoritism for university education.
- Connecting link for professional education between school and university education is partly missing. (Reputation of professional education).

3. Status of teachers in professional education is actually not matching the importance of those teachers to support the industrialization process in Russia.

Train the trainer – Influences on professional training

Conclusions to point 1:

Increasing build-up of modern production facilities by foreign investors.

- **Two systems of dual education have to be developed:**
  - **Dual system for professional basic education.**
  - **Dual system for advanced professional education.**
- **Therefore we need two systems of dual education for trainers as well**
  - **Future Russian trainers for professional basic education, e. g. toolmakers can be trained in a central training center so that an interactive communication between German/future Russian trainers can be guaranteed. (Bigger number of trainers for market penetration).**
  - **Future Russian trainers for advanced professional education should be trained 1) in specific skills, e. g. in 5 axle milling, and 2) close to the requirements of the industry, e. g. turbine manufacturing.**
  - **As the theoretical basis is competitive the focus is set on practical skills.**
- **An improvement in language skills from each side for the know-how-transfer is necessary, especially in advanced professional education.**

Train the trainer – Influences on professional training

Conclusions to point 1:

Increasing build-up of modern production facilities by foreign investors.

- **The “German” Dual System must be jointly adapted to the industrial requirements for the Russian and international industry, e. g. by modularization the time of education can be reduced from 36 months to 24 months without a loss in know-how regarding the core topics.**
- **The same strategy could be used for the teachers´ training.**
- **Frame training curricula for teachers have to developed to cover these new requirements, especially the practical skills in professional training.**
- **Modern equipment and modern didactical material has to be invested and developed.**

Train the trainer – Influences on professional training

Conclusions to point 2:

Disregard of professional training in Russia since the early nineties in favour of university education.

- **Sensitizing of professional education as an alternative to university education.**
- **Sensitizing of professional education as an introduction level to university education.**
- **Sensitizing of potential salaries and career opportunities for students.**
- **Creating and building up of a sustainable Russian adapted dual system.**
- **Installing a financial "Dual System".**
  - Basic theoretical and practical training by state financed professional schools or private institutions under state controlled quality systems.
  - Practical training and reasonable student´s salary in company´s responsibility.

Train the trainer – Influences on professional training

Conclusions to point 3:

Status of teachers in professional education is actually not matching the importance of those teachers to support the industrialization process in Russia.

- **Intensifying teachers qualification courses on a permanent basis.**
- **Interactive trainer education models (German/Russian know how exchange).**
- **Exchange of practical experiences by short term industrial placements (permanent updating between industrial requirements and development of training curricula.**
- **Allocation of more attractive payment models for trainers in professional education.**

Your questions?

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