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## International Vocational Training - India:

### Shri Ram Fibres adopts German Training Standards (2)

*2 year long project of the Carl Duisburg Centres commenced successfully in an Indian plant*

"When we prepared the six month long pilot Pilot-project in the year 2001, our plant in Gwalior sent only 3 of its mechanics to participate in the project. After their return these mechanics put their training experiences to practice – and the management in Gwalior began to press us to include at least 6 people in the new project. The worth of training has been recognised at the plant and it is planned that all maintenance mechanics should be inducted into the training programme as soon as possible." With these words Mr. R. K. Mani, Personnel Manager of the "Industrial Synthetics Group" - a part of the Shri-Ram-Group of Companies in India – paraphrased the resonance to the 2 year long training programme for service mechanics, which started in December 2002 (refer info-letter dated 11 December 2002).



Mani: „They recognised  
The value of Training.“

This project acquired and prepared by EDUCON was financed by their client Shri Ram Fibres (SRF) and carried out with the help of CDC. At no point was the project dependent on financial subsidies and is in fact commercially financed.

Within the two year period, participating mechanics from the 4 plants within the Group will first of all be imparted the basics of vocational training through 6-monthly courses, which are directly related to their day-to-day tasks. Contents of these courses include technical mathematics, technical drawing, basics of material science and metallurgy, which, according to the respective analyses of training requirements, are currently not available. Important methodical inclusions are the direct linking of classroom contents to practical problems/tasks, direct linking of theoretical and practical instructions and training, particularly also the integration of the training program into the day-to-day in-plant activities.



Practical training in Technical  
Drawings...

As a result it is not only possible to integrate the education and training with the actual operational processes, but also to optimize the processes and organize the training more effectively and with sustainable effects.

## EDUCON-INFO

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An important and much desired “side effect” of the project is the step-by-step formation of an in-house training system. This system encompasses not just the educational and training records, which were modified and adapted on the principles of German training standards and used during the project, but also included the imparting of methodological competencies for operational education and training.



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The initial skepticism of the SRF-Management about a methodical launch of the project has dissipated in the face of the practical and clearly visible effects, and confidence prevails that with the CDC program the management is on the right track. This was conveyed quite clearly to the project coordinator Wilfried Gebhardt during his presentation in end of January at the plant in Chennai.



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The Group Management too is very keen in pursuing and intensifying the project guidelines, as has been stressed in talks with EDUCON, and has accordingly encouraged other establishments within the Group to take on similar projects. The feeling among the group management, according to Mr. N. Ramanathan, Head of Quality Control, is very positive

As a result a similar project is set for launch in the first half of 2003 in a “Chemical business unit” plant within the Group. Roop Salotra, Production Director, of the plant in Jhivana, 60 kms north of capital city of Delhi, speaking on his objectives said : “I want my service mechanics to reach such a vocational qualification standard at the end of 2-3 years which is comparable with their colleagues in Germany. Only then can we withstand international competition”.



CDC-Trainer Dieter Schippert with Trainees: Proud of their own skills – self made spare parts as a result of the training...

For further inquiries, interest in similar projects and further information :

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