

SIRF Roundtables

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Developing education programs and
training providers

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Introduction

- In my role at Mitsubishi I am responsible for all Production Engineering.
- Production Engineering is responsible for developing the process for manufacturing.
- They develop the tooling and facility requirements, layout and manpower associated in the manufacture of a product.

(in our case for the Magna sedan & wagon)

Why am I here?

- To share some of my experiences in developing and establishing large training programs over the past 5 years for Production Engineering.
- In conjunction with TAFE we developed an engineering training program.
- This took Mechanical/Electrical trades and production operators and turned them into para professional engineers.
- So far this program has trained more than 90+ people, approx. 30 on the job and 60 in existing roles.
- More than 50 have achieved Diplomas or Advanced Diplomas in Engineering.

Where to Start

- Determine what skills you have
- Determine what skills you need
(make sure this is done by experts)
- From this establish the method of training to best meet your “gap” in requirements.
- Make it relevant to the work being performed.
- Make it expandable to allow future development with further experience.

The building Blocks

- Communicate your training plan early, involve key stakeholders in the development stages. (Union, HR, Trainees)
- Work with a good, experienced training provider (ideally someone with strong industry experience)
- Establish the core subjects that you need to cover, and allow for flexibility to tailor specifics.
- Allow for future growth that will allow career development and progression.
- The training should complement the competency of the job function, improving effectiveness.

The Climate/Culture

- Training is an ongoing requirement.
- On going training in today's rapidly changing technologies is essential to remain competitive.
- Culture that encourages change and rewards "learning" is essential.
- Training needs to become a common part of how we do our business.
- This will ultimately reap benefits in how we do things with ongoing future change.

How it worked within Production Engineering

- Pay Structure was based on competency
(Regardless of qualifications)
- This enabled people who could demonstrate the skills to get remunerated without qualification.
- Pay for Qualifications were based on relevance.
(regardless of competency)
- This encouraged additional training, not just in competency areas.

Lessons Learned

- Make the training “nationally accredited”
(it allows for “real” qualifications, supported by union)
- This improved morale and effectiveness and loyalty. (Being more employable)
- Make it easy to do the training. (ie on site)
- Collaborate with other similar organisations
(share the costs and experience)
- Research training that is available, what is not available can be developed, but will take a time to become accredited.
- Negotiate cost reductions based on a larger on going programs. (especially if shared with other companies)

The benefits of training derived within Production Engineering

- Absence was improved currently <1.6% unplanned (reflecting the morale)
- Improved job satisfaction and job retention.
- Faster Skills development and growth
(30% increase in capability within a 3 year period)
- Higher productivity on the job, especially junior staff.
- Significant reduction in demarcation issues
(Due to the learning culture)

Thankyou

Any Questions?