



Ausbildungszentrum

CEDUAL Presentation

Centro de Especialización Dual
Dual Training Center

Formación Dual para el Futuro

Agenda

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CEDUAL starting point.

Many automakers and their suppliers struggle to find the appropriately skilled labor for their growing operations in Mexico.

During discussions with the automakers suppliers, the consensus is that the current educational infrastructure in Mexico does not adequately address this need because of the following:

- Reduced competitiveness due to excessive costs of qualified expats for key processes.
- Lack of knowledge and confidence of the Mexican work force.
- Lack of bridges between theoretical and practical knowledge

There is a clear and present need for specialized training of the Mexican work force.

Why transferring the German Dual Vocational Training to Mexico

- In Mexico the dual vocational system does not exist
- There are many universities but the graduates are not able to work with machines and they don't like to wear blue collar
- German companies and their technologies in Mexico need technical experts with different skill sets. A large part of this skill sets is coming out of the dual apprenticeship program
- The industry in Mexico has been concentrating on technology and machinery but they did not invest in qualified labor. Therefore the gap between the industrial needs and available skilled labor increased
- Apprentices will learn a wide range of technical and theoretical knowledge which will help them to manage future tasks.

Schuler assets

- Schuler is a worldwide technical leader in the metal forming industry for automotive and other key manufacturing sectors.
- Schuler's has earned several awards for vocational training in various World Skills competitions.
- Schuler has 350 trainees in 8 training centers worldwide, in 23 occupations.
- Schuler is firmly established in Mexico; its customer network includes more than 80% of European-related companies.
- The wide scope of Schuler Mexico's activities creates the opportunity for excellent training in various real world situations within the industry.



CEDUAL Training Concept

- The task of the theoretical part is driven in Germany by the government, but in Mexiko it is done in Cedral.
- Long-term development of trainees, according to the guidelines of the German framework training (Ausbildungsrahmenplan IHK).
- Use of certified German trainers with deep knowledge and experience to transfer practical and theoretical know-how to Mexican trainees..
- All trainees that fulfill the academic requirements will receive an IHK certificate.



Successful implementation of the German Dual Vocational Training

- The main responsibility for success regarding CEDUAL's education concept belongs to Schuler.
- In order to compare the results of CEDUAL, we use the same standards (IHK) that are also used in Germany.
- Schuler use CEDUAL as a business model, which is open to the industry, thus the results don't depend on any external financial support.
- Schuler invests in trainers, teachers, training documentation, new equipment, and training facilities.
- During the apprenticeship, the trainees work on real projects that correspond to the normal operation of the company – such as press repair, new machines, tool and die design, and maintenance



Results and strategic outlooks

Results:














- All 26 apprentices in “Tool and Die” and “Industrial Mechanics” from the first generation successfully passed the first half of official IHK evaluation.
- Third generation of trainees begin their training in September 2014.
- A total amount of 94 apprentices from 13 different companies are being trained by CEDUAL.

Future:

- Expanded training portfolio in new occupations
- Development of special courses that are offered to the market.
- Train-the-trainers in order to expand capabilities.



Industry as a partner

Company		No. of Azubis 2012-2015	No. of Azubis 2013-2016	No. of Azubis 2014-2017	Other training 2013-2014	Other training 2015-2016
Allgaier Puebla		7	4	4		
AUDI Mexico			4	0		
Gestamp Puebla		3		0		
LUK Puebla		4		0		
Metalsa San Luis Potosí			3	0		
Metalsa Monterrey			4	0		
PWO de México		2		2		
Thyssen Krupp Presta		3	3	3		
Thyssen Krupp Materials		4	4	0		
Schuler		4	6	4		
VEDIA				2		
Embraco				4		
LEGO					8	8

Directory

- **Gerd Uwe Krah**
- Academic director and Ausbilder for die maker career
- gerd.krah@cedual.mx

- **Irving Maciel**
- Administrative director
- Irving.maciel@cedual.mx



- **Centro de Especialización Dual - Ausbildungszentrum**
- **Formación Dual para el Futuro**

- Lateral Arco Norte km. 25 #4
- Parque Industrial Ocotlán
- San Francisco Ocotlán
- Coronango Puebla
- México 72680
- T +52 (222) 431 00 20
- F +52 (222) 431 00 18