



PRE-PLACEMENT
PRE-PLACEMENT TRAINING PROGRAMME

PROJECT OBJETIVES

The aim of the programme is to train any number of students in possession of a high school diploma for placement within the Company.

At the end of the training programme the students will be placed in the following positions:

- Mechanic/Hydraulic Equipment Maintenance Engineer
- Maintenance Engineer
- Electronic Equipment Maintenance Engineer
- Instrumental Maintenance Engineer

The workplace of the trained personnel will be:

- Italy
- Abroad

Required professional qualifications

During the recruiting process preference will be given to the following requirements:

Age: 19-25

Education: High School Diploma

IT Skills: Basic

METODOLOGY

The programme will have duration of 6 month, for a total of 800 hours of training divided in 216 hrs of internship and 581 hrs of in-class lessons – 531 of which dedicated to interactive lessons and 50 to individual and group assignments.

At the end of the in-class training the students will immediately begin their internships within the Company in order to experience the “reality of the workplace”. The training programme will then be concluded with a short return to the classroom that will focus on maximize on the internship experiences (sedimentation on what has been learned).

The structuring of the topics will be “top-down”, in order to allow the students to gradually step into the professional profile they will eventually assume within the Company, thus making it easier for them to master the proper attitude and behaviour, as well as the appropriate knowledge for the job.

Basic skills

The students, together with technical consultants from ELIS, will focus on topics regarding maintenance engineering and company dynamics. The learning of these subjects is significant for the operational efficiency of the Company; the first topic will encourage the learning of the basic skills needed by the required professional positions, while the second

topic is related to the way in which those skills must be used within the organizational context.

Sector-based skills

In this section the students will enhance their knowledge of the Company, with the help of organizational consultants from ELIS. This will allow them to mature an integrated vision of the organization, comprehensive of its objectives, methods and values.

Specific skills

The specialization stage of the course will be oriented to the transmission of the specific and distinctive know-how of the professional positions. The students will focus mainly on the analysis and experience of specific tasks relevant for the referred positions. In order to obtain the maximum level of feedback from the training to put into the job, this stage of the course will be directly thought by Company staff.

Internship

The internships will facilitate the direct transfer into the workplace of the skills previously acquired in the classroom, thus allowing the students to approach the various tasks required by the job through the contents and good practices proposed by the training designed and dispensed in collaboration with the Company staff. This will grant the course a high level of consistency with the actual job.

Behavioural skills

The course has also the aim of pass on to the students all those behavioural dynamics that distinguish a professional from a simple apprentice, with particular regard towards the organizational context of the Company. These themes will be dealt with specific lessons and different exercises throughout the duration of the course.

Particular attention will be given to the rise of the level of self-efficiency perception of the students (self-esteem), which is functional to the efficient management of the emotional stress to which the students could be exposed due to the particular working condition within the Company.

The different levels of specificity compared to the work of the discussed topics will help the students in their experience on all 3 levels of training.

Basic and Sector-based skills will provide the knowledge over the fundamental thematic of the job, whilst specific skills and internships will focus on the know-how needed for the specific tasks relevant for the referred positions. Finally, behavioural skills will concentrate on the proper behaviour and attitude, that is self-awareness, needed by the required professional positions.

COURSE INFORMATION

Project managing director

Is the person to whom students may refer to for any problem that might arise during the in-class lessons or during the internship period. He will be available during classes and/or by telephone. Possible problems and/or illnesses must be reported promptly to the appointed individual that will take the proper measures on the matter. He will also be constantly available to the students, as tutor, in order to give further explanations and clarifications over problems surfaced during the course.

Exercises

The course provides exercises of theoretic-practical nature. In particular, at the end of each module the students will be required to take a test to verify the knowledge acquired in the classroom, and a test to verify the ability to intervene on real working tools, which may consist in an individual or a group workshop, that will test on concrete basis, through the solution of practical situations, the skills of analysis and problem-solving referred to what has been learned in the classroom.

Required professional qualifications

Age: 19-25

Education: high school diploma

Language skills: knowledge of english is a plus

Previous experience: previous working experiences is a plus

PROJECT OBJECTIVES

Introduction

The aim of the project is to train 30 resources in possession of a high school diploma for placement among the Company staff.

The programme will have a total duration of six months, with an initial classroom phase of four months to be held in CONSEL offices, divided between a theoretical, general and specific part, and a practical phase where the participants will apply the knowledge acquired directly within the Company.

Knowledge

The theoretical part will focus on all the specific and accessory topics regarding the field of work and the related positions present within the Company, such as Construction, Fabrication, Soldering, Maintenance, Quality, and English.

Skills

The specialization will be oriented to pass on to the students the specific know-how of the job, such as analysis and diagnosis of problems, intervention on mechanical components and evaluation of the efficiency of the same.

Organizational behaviour

The course aims also to pass on to the students al those behavioural dynamics that distinguish a professional from a newly employed, such as Communication, Time Management and Group-work; all topics that will be addressed during specific lessons and different exercises throughout the course.