



Dual Education and Training at MVV

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Agenda

1. Company Profile - MVV

2. The Education System in Germany

3. Vocational Training at MVV

WER MACHT DIE
KÄLTE IN
DEN KÜHL-
SCHRANK?



Company Profile – MVV

Company Profile - MVV

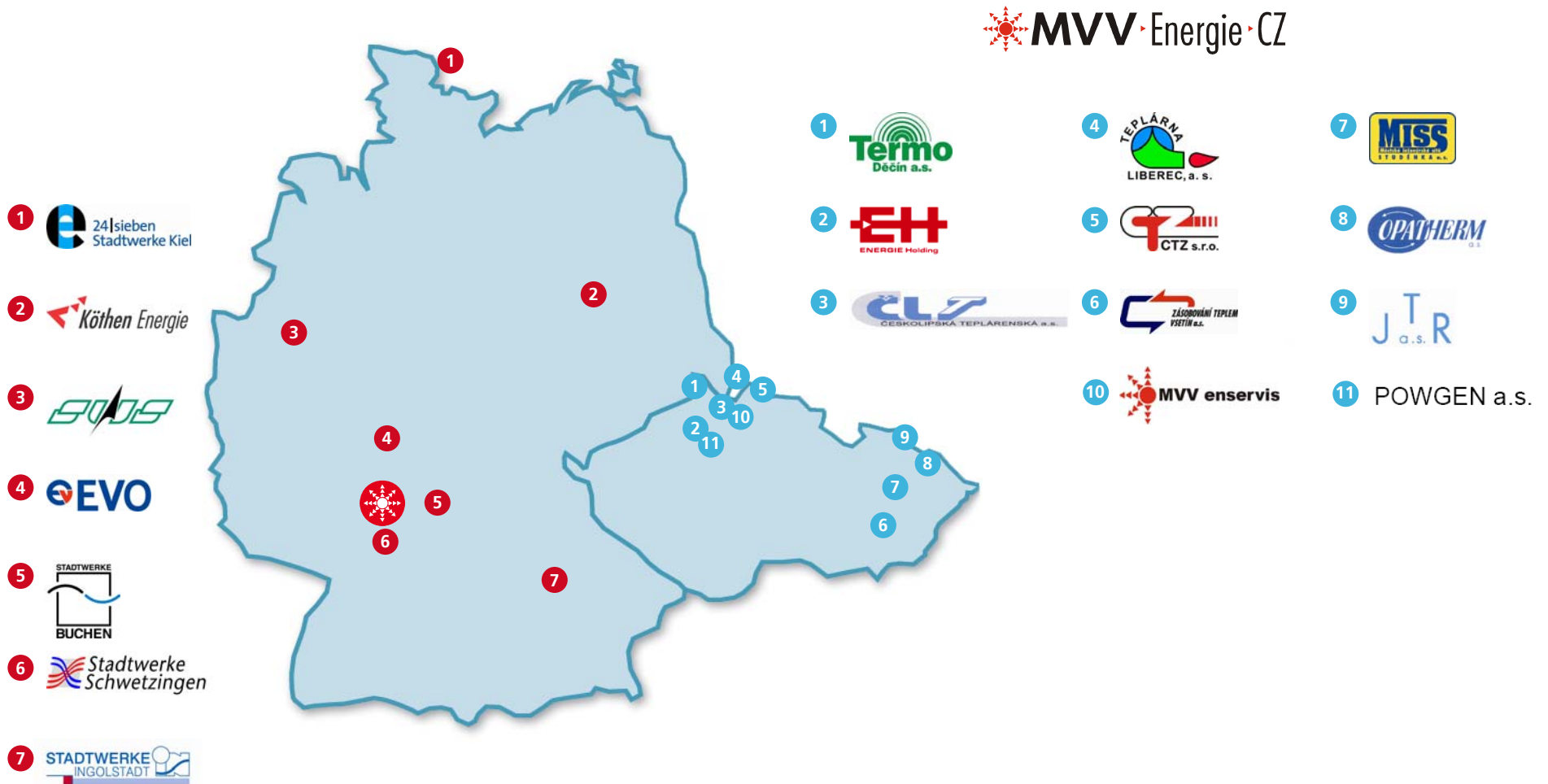
The Education System in Germany

Vocational Training at MVV

Our Modern History

| | | | |
|--|------|---|--|
| | 1974 | ■ | ▶ MVV GmbH |
| European Single Market | 1992 | ■ | |
| EU Electricity Directive | 1997 | ■ | |
| Liberalisation in line with Energy Act Amendment | 1998 | ■ | ▶ Renamed as MVV Energie AG |
| Establishment of EEX | 1999 | ■ | ▶ IPO |
| Launch of spot market | 2000 | ■ | ▶ Acquisition of shares in EVO Offenbach |
| | 2001 | ■ | ▶ Acquisition of shares in Stadtwerke Solingen and Ingolstadt |
| | 2002 | ■ | |
| Amendment to EU Electricity Directive | 2003 | ■ | |
| Amendment to Energy Act | 2004 | ■ | ▶ Acquisition of shares in Stadtwerke Kiel |
| Launch of regulation | 2005 | ■ | |
| | | □ | |
| Implementation of unbundling | 2007 | ■ | ▶ Foundation of shared service companies ▶ The City of Mannheim sells 16.1% of MVV Energie AG to RheinEnergie AG, Cologne ▶ 18.2% capital increase at MVV Energie AG ▶ Launch of nationwide green electricity sales (SECURA Ökostrom) ▶ Entry into balancing energy market ▶ Sale of KPEC and withdrawn of the Polish market ▶ Foundation of MVV Environment Ltd. |
| Implementation measures for the Integrated Energy and Climate Programme (IEKP) | 2008 | ■ | |

Our Municipal Utility Network



Products and Business Areas

► Electricity



► Environmental energy

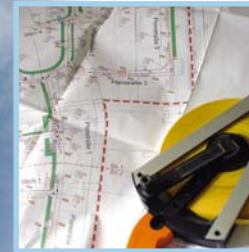


High-growth
areas

► District heating & Steam



► Value-added services



► Gas



► Nationwide sale of electricity and gas



Core business

► Drinking water





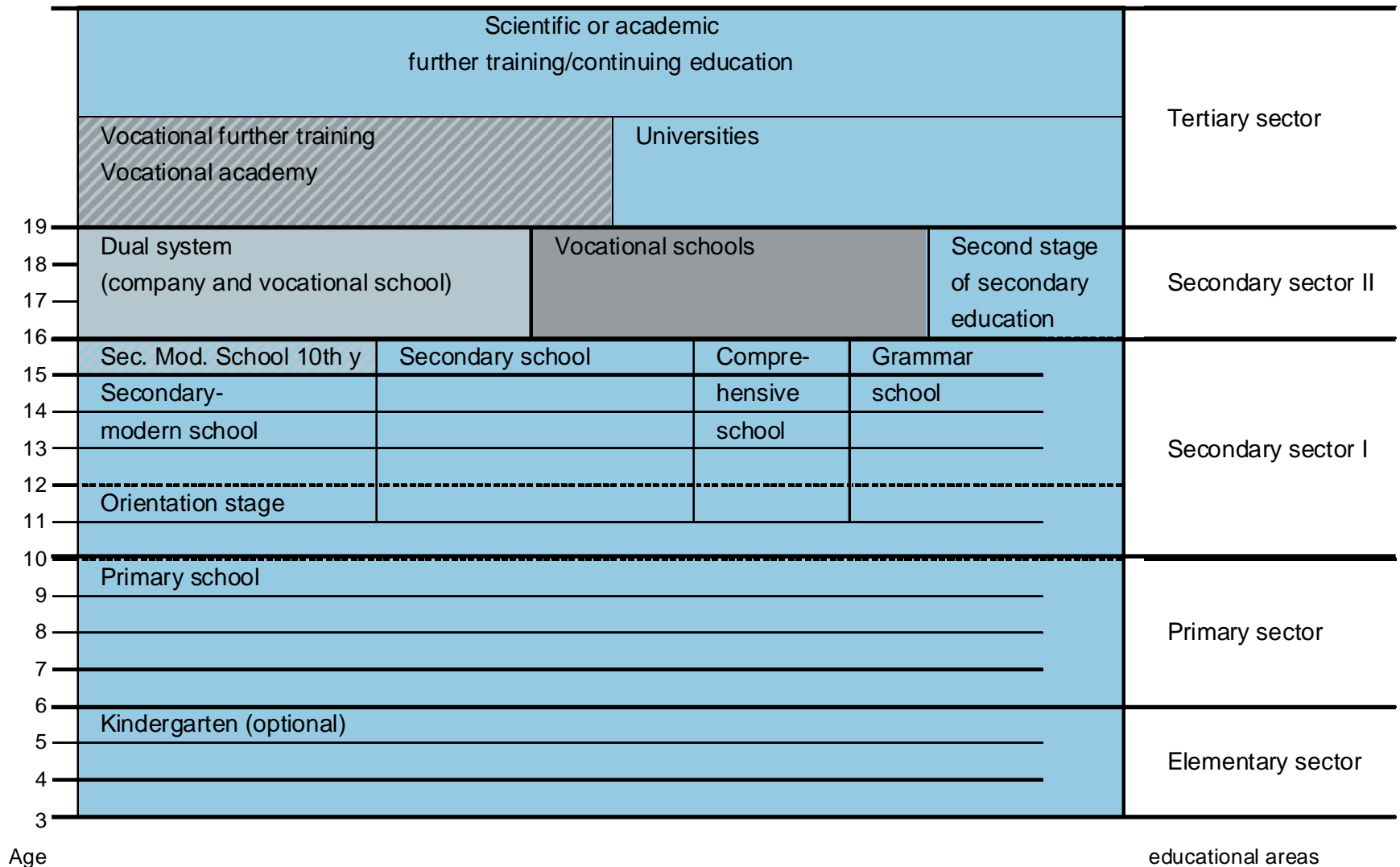
The Education System in Germany

Company Profile - MVV

The Education System in Germany

Vocational Training at MVV

Germany's Education System



Basic Elements of the Dual System



Dual Training

Training is mainly provided in the company – supported by teaching in part-time vocational school (Berufsschule)

Learning at both venues is governed by different but coordinated regulations

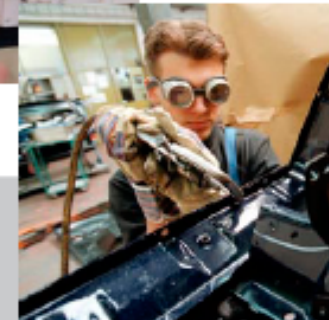


Dual Training



**Learning
in the
company**

- mainly at the workplace
- on the basis of training regulations
- within the framework of a training contract
- earning apprenticeship pay
- gliding career entry



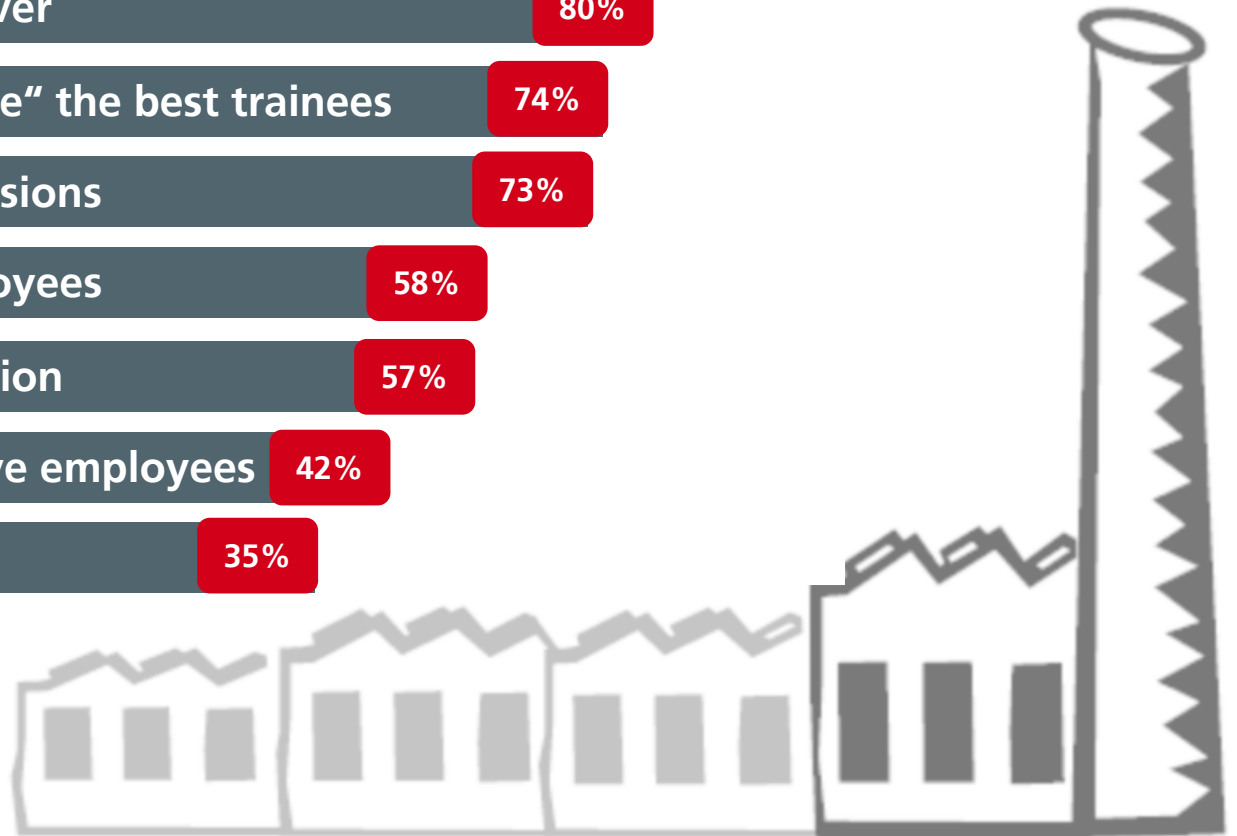
Dual Training



- 1-2 days per week on average (normally the lessons are in blocks of several weeks)
- on the basis of a framework curriculum
- general and vocational knowledge is taught within the framework of compulsory education



Reasons why Companies Offer Training



Vocational Training at MVV

Company Profile - MVV

The Education System in Germany

Vocational Training at MVV

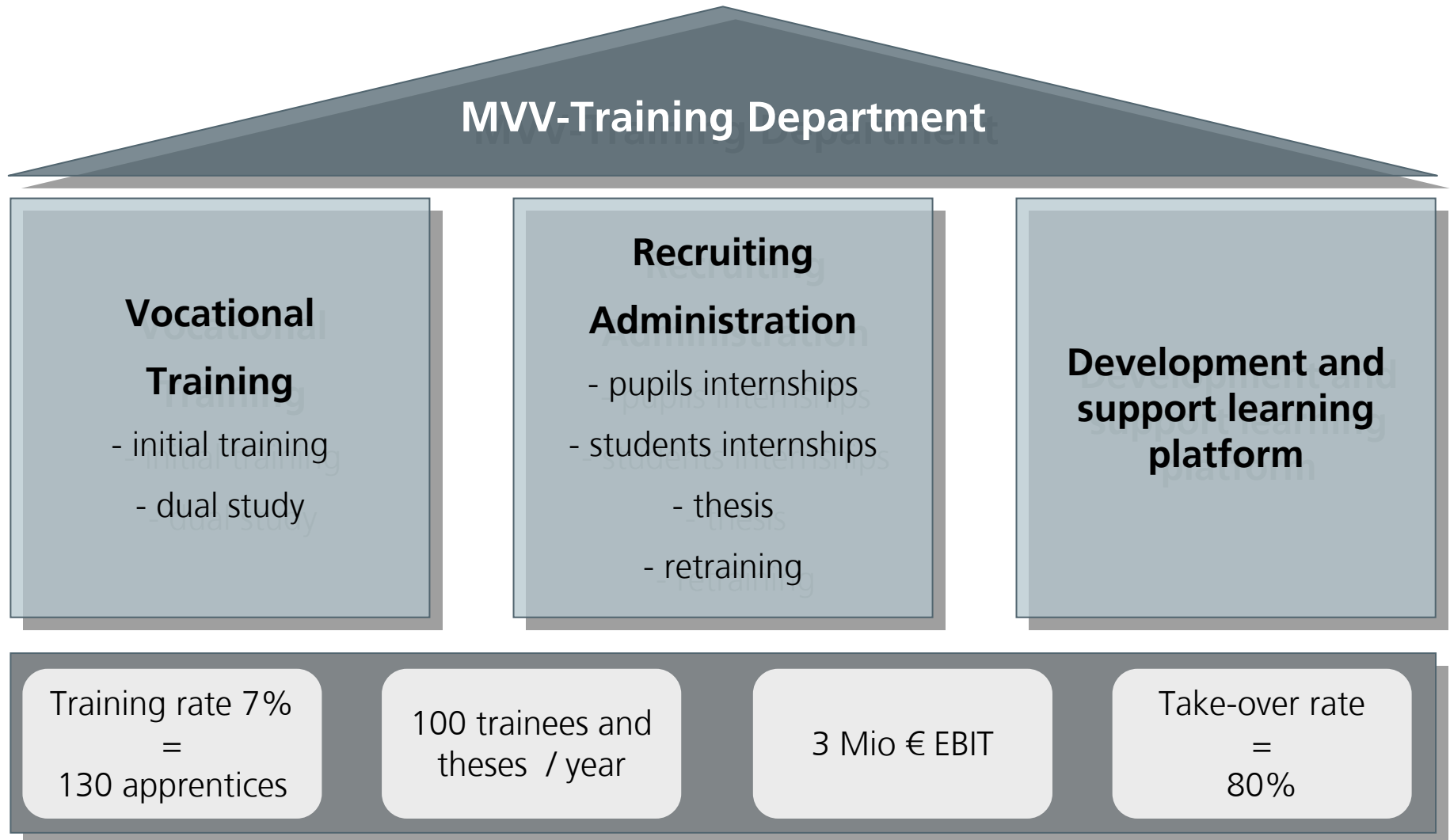


Training Strategy



- ▶ Our demand for commercially and technically skilled employees is covered by vocational training. The social responsibility is taken into account in over qualifying our recruits.
- ▶ All apprentices are supported according to their abilities. For the high potentials there is a special development programme.
- ▶ To assure quality in the training department, all persons in charge stay in contact with schools, chambers and associations. All findings are consolidated and transferred into training concepts.

MVV-Training Department



Training Concept

Professional Competence

- ▶ Project work
- ▶ Cross-qualifications
- ▶ Training at place of employment

Methodological Competence

- ▶ E-Learning offers
- ▶ Presentation techniques
- ▶ Project management

Social Competence

- ▶ Familiarisation week
- ▶ Trainee-seminar
- ▶ Training night
- ▶ Social Placement

Personal Competence

- ▶ Customer orientation
- ▶ Personality development
- ▶ Innovation-Business game

Know what to do
=
Job content
Company knowledge

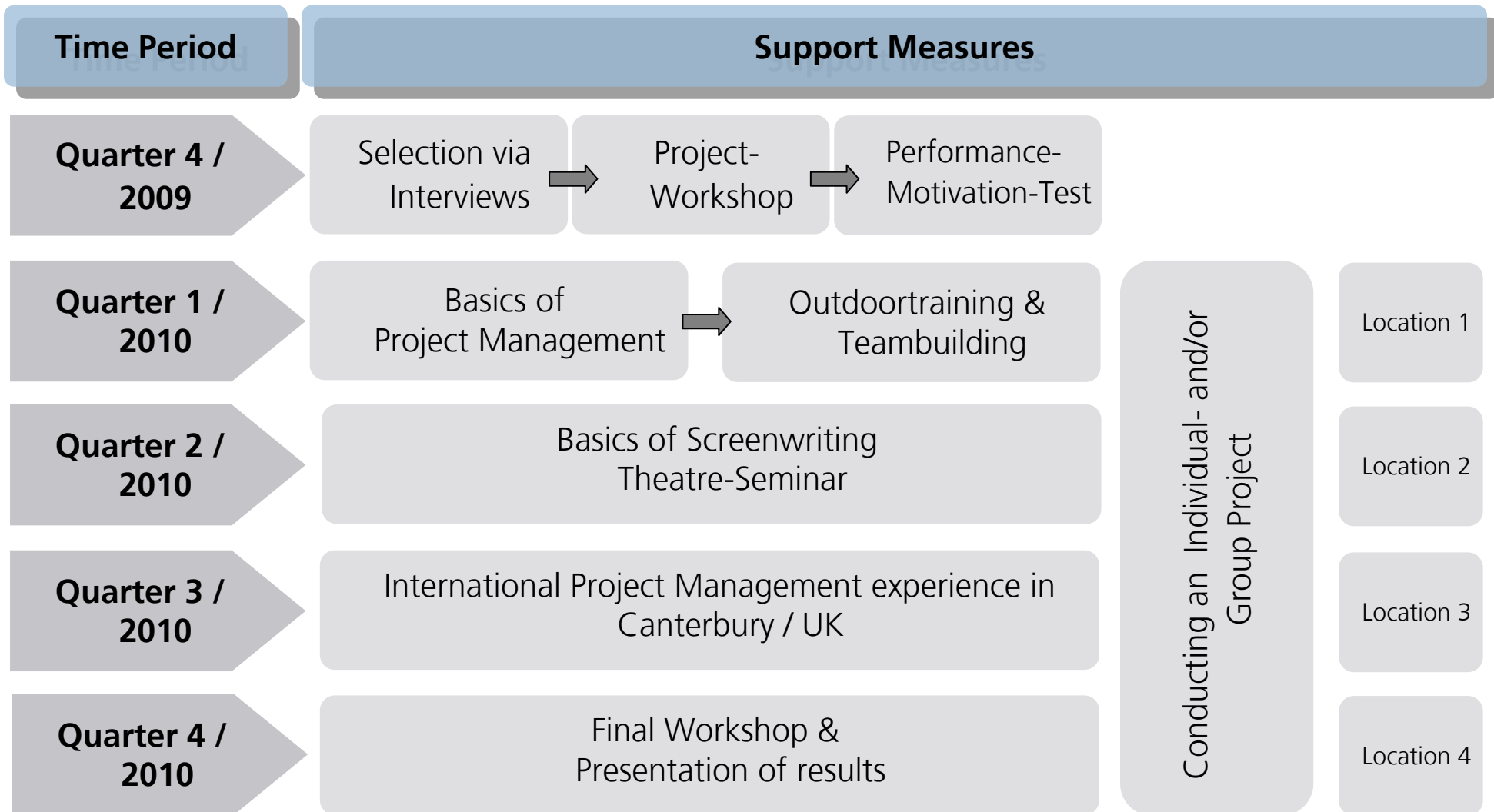
Know how to work
=
Working techniques
Problem-solving

Know how to work together
=
Teamwork
Networking

Know how to be confident
=
Self-confidence
Personal Responsibility

➔ **Employees with specialist knowledge, a distinctive personality and entrepreneurial thinking**

Talent Group Training



Two types of vocational training

Initial Training

▶ Entrance requirement:

- General education school leaving certificate

▶ Applicant Selection:

- Recruitment test
- Job Interview

▶ Qualification:

- Certificate of apprenticeship

▶ Partners:



Dual Study

▶ Entrance requirement:

- General higher education entrance qualification

▶ Applicant Selection:

- Job Interview
- Assessment Center

▶ Degree:

- Bachelor of Engineering / Science / Arts

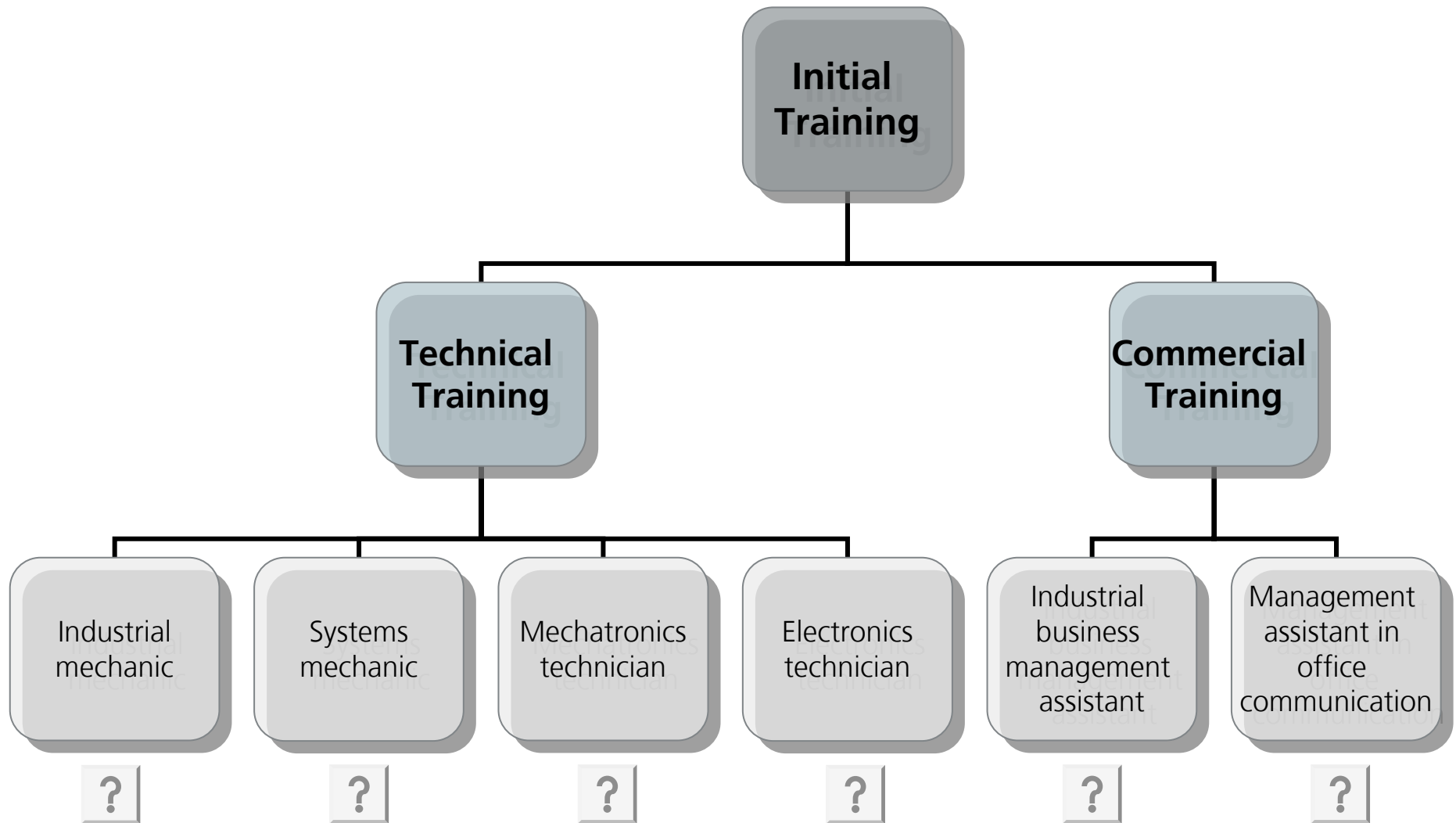
▶ Partners:



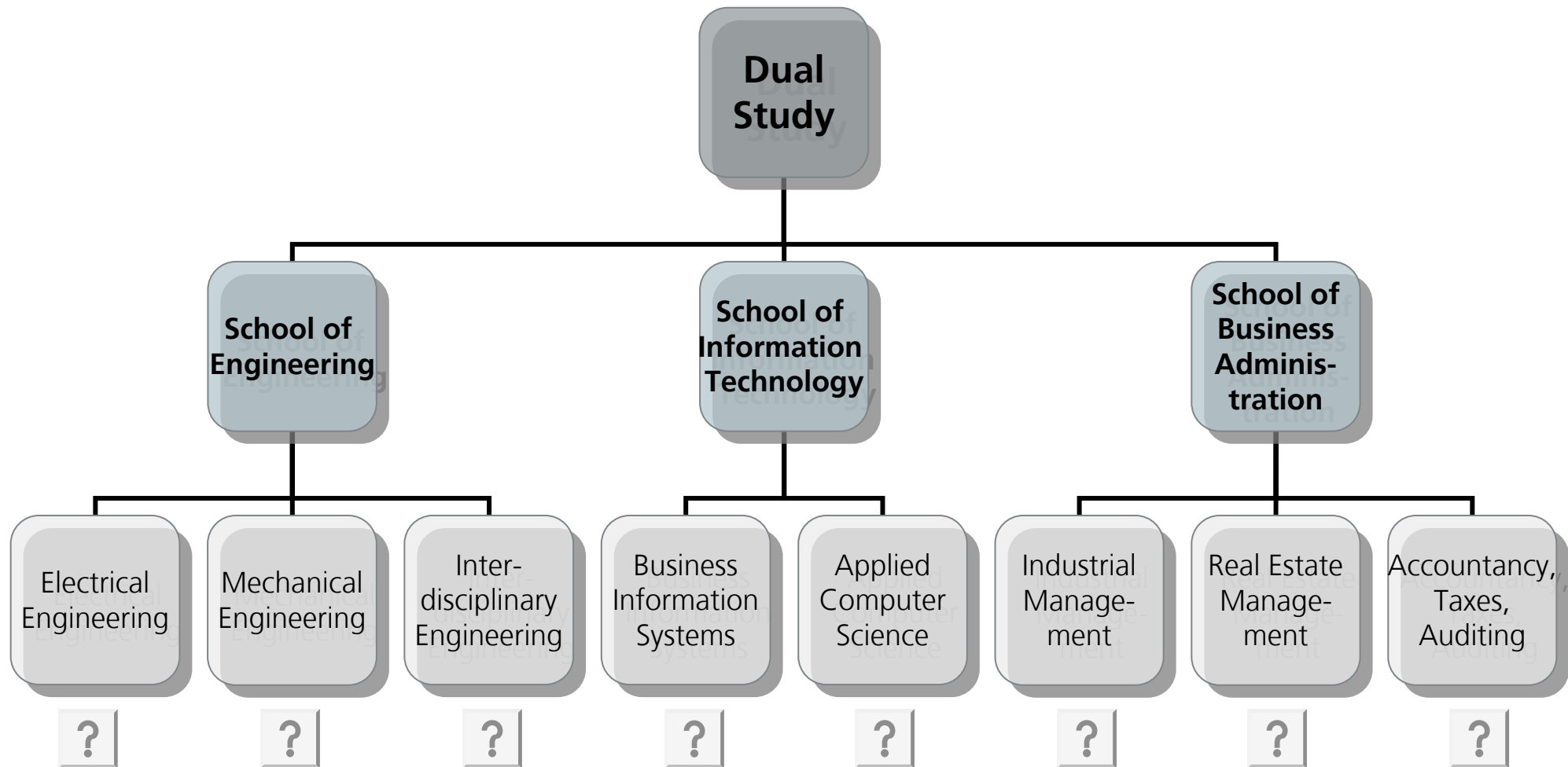
Impressions of training at MVV



Vocational Fields – Initial Training



Vocational Fields – Dual Study



Any Questions?



Back up



Initial Training



Training Profile – Industrial Mechanic



► Duration of traineeship

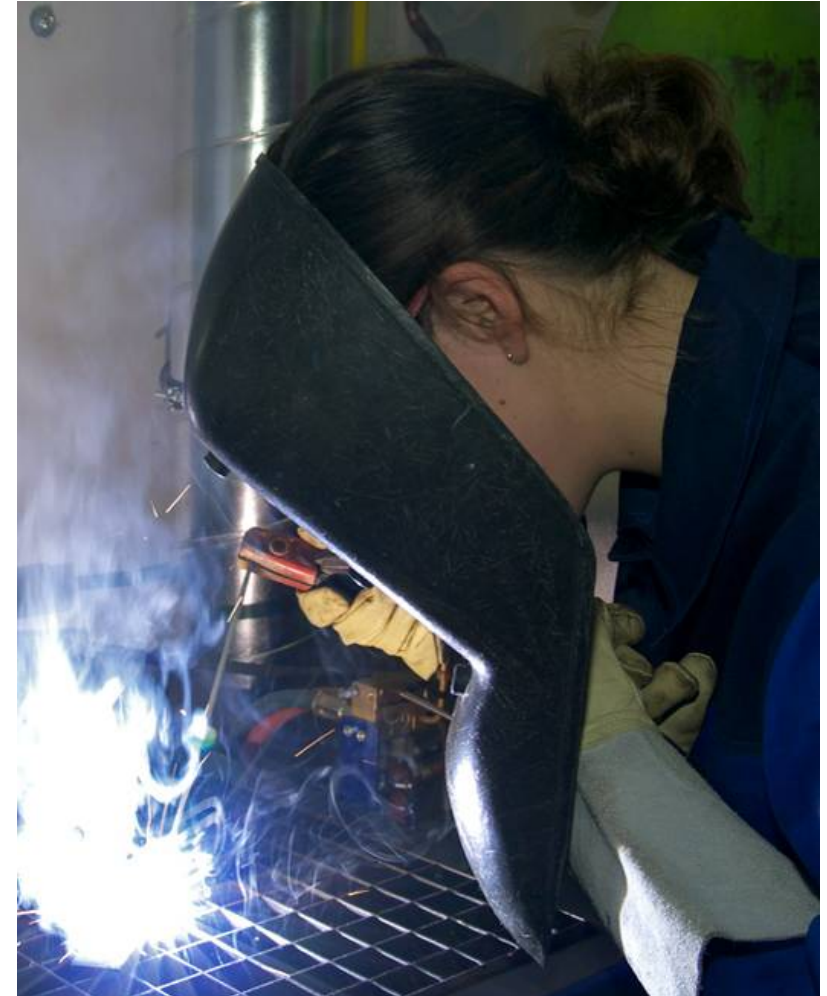
3.5 years

► Places of traineeship

Training workshop (year 1-2) /
Operating department (year 3-3.5)

► Field of activity

Industrial mechanics manufacture, maintain and monitor technical systems. They are involved in setting up, refitting and commissioning production plants. Typical areas of operation are maintenance, machine and plant construction, production technology and the construction of precision devices.



Training Profile – Systems Mechanic



► Duration of traineeship

3.5 years

► Places of traineeship

Training workshop (year 1-2) /
Operating department (year 3-3.5)

► Field of activity

Systems mechanics manufacture and assemble industrial machines and plants, piping systems as well as containers and instruments. They maintain, extend and convert these.



Training Profile – Mechatronics Technician



► Duration of traineeship

3.5 years

► Places of traineeship

Training workshop (year 1-2) /
Operating department (year 3-3.5)

► Field of activity

Mechatronics technicians are engaged in the assembly and maintenance of complex machines, plants and systems in the mechanical engineering sector or in organisations which purchase and operate mechatronics systems.



Training Profile – Electronics Technician

► Duration of traineeship

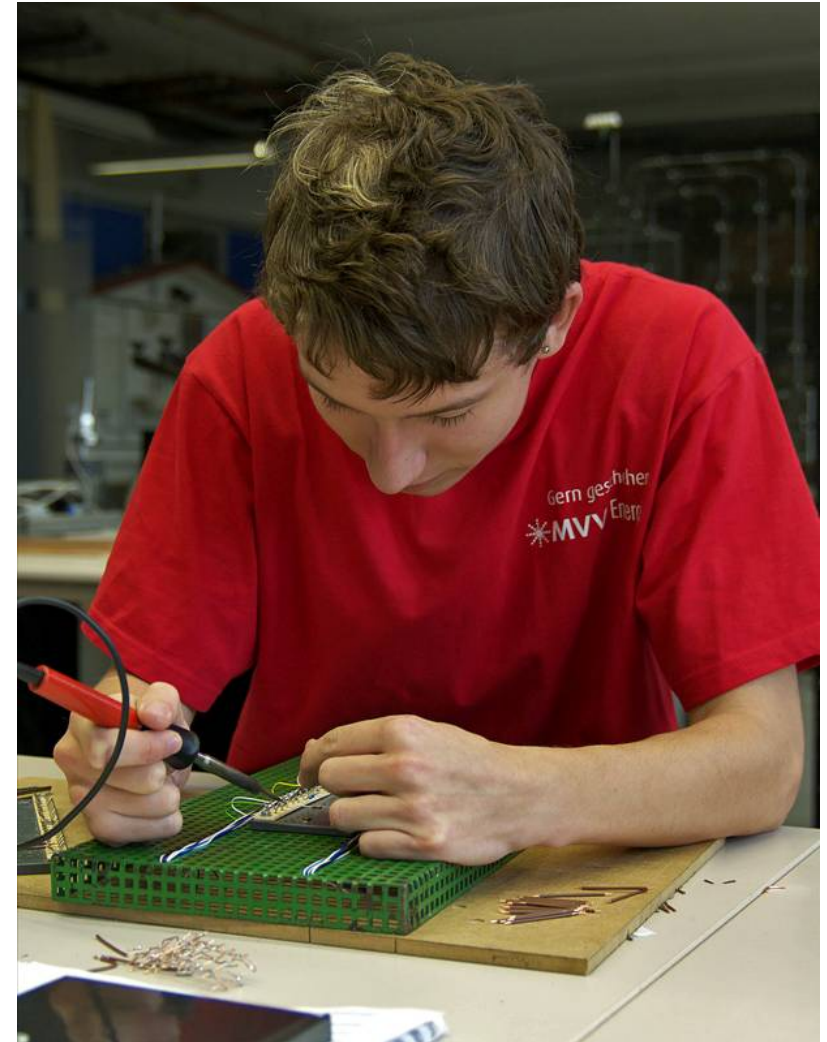
3.5 years

► Places of traineeship

Training workshop (year 1-2) /
Operating department (year 3-3.5)

► Field of activity

Electronics technicians for industrial engineering assemble, put into operation and maintain technical systems for power supply, measurement and control, communications, signalling and lighting.



Trainee of the Year



- So far every year MVV has won the annual Chamber of Commerce “Trainee of the Year-Award”
- Last years winner Ismail Sahin is now working for O&M



Training Profile – Industrial Business Management Assistant



► Duration of traineeship

2.5 years

► Places of traineeship

Operating departments in the administration sector

► Field of activity

Industrial business management assistants support all corporate processes from order preparation to customer service. They can work in commercial core functions like marketing and sales, procurement, accounts and personnel.



Training Profile – Management Assistant in Office Communication



► Duration of traineeship

3 years

► Places of traineeship

Operating departments in the administration sector

► Field of activity

Management assistants in office communication conduct interoffice secretarial duties and assistant tasks. They handle business area specific commercial-administrative functions. In industrial companies they work in all administration departments.



Dual Study



Training Profile – Electrical Engineering



► Duration of traineeship

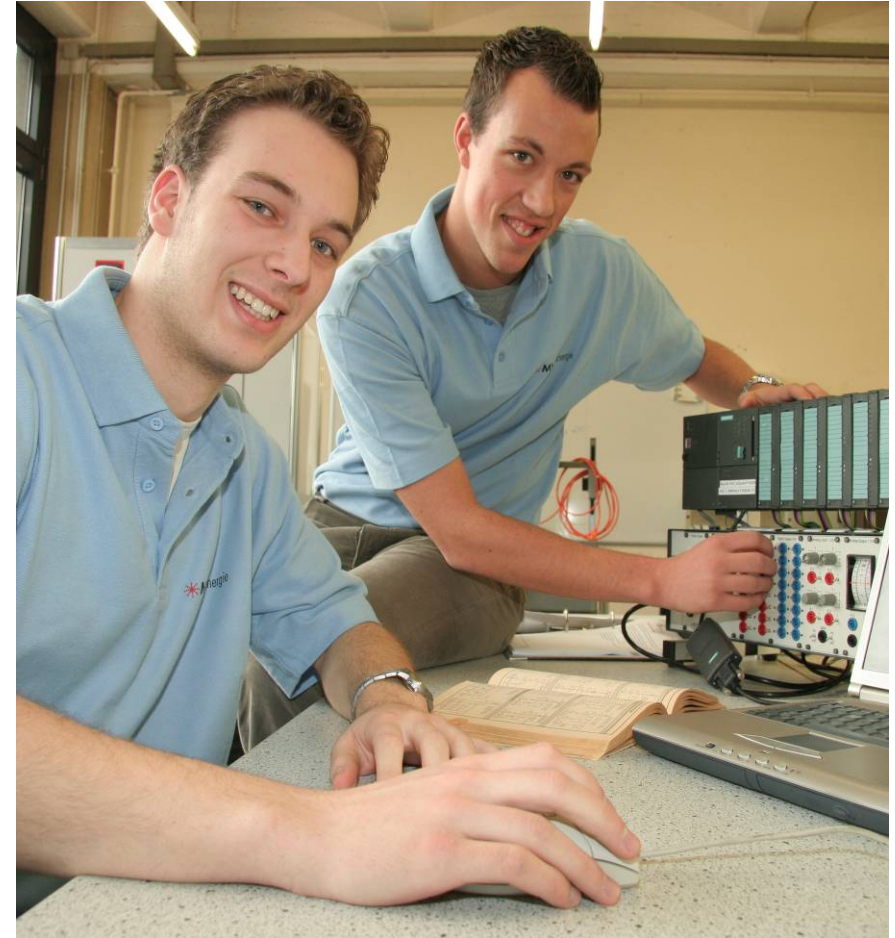
3 years

► Places of traineeship

Training workshop (week 1-4) /
Operating departments with a technical focus

► Field of activity

Electrical engineers plan, monitor and produce electronic devices and plants for energy production and transfer. In addition, they develop and optimise practical and economical solutions for electro-technical applications.



Training Profile – Mechanical Engineering



► Duration of traineeship

3 years

► Places of traineeship

Training workshop (week 1-4) /
Operating departments with a technical
focus

► Field of activity

Mechanical Engineers develop and construct machinery and plants. Furthermore they plan and monitor assembly, operation or refitting.



Training Profile – Interdisciplinary Engineering



► Duration of traineeship

3 years

► Places of traineeship

Training workshop (week 1-4) /
Operating departments with a technical focus

► Field of activity

Interdisciplinary engineers combine basic knowledge in electrical engineering, mechanical engineering and business administration. They gain special knowledge in the sector of the utility industry and become an all-rounder for technical departments in energy supply companies.



Training Profile – Business Information Systems



► Duration of traineeship

3 years

► Places of traineeship

Operating departments in the sector of IT-services

► Field of activity

The **business data processing specialist** deals with the development and application of company information systems against the background of operational tasks in commerce and administration.



Training Profile – Applied Computer Science



► Duration of traineeship

3 years

► Places of traineeship

Operating departments in the sector of IT-services

► Field of activity

Applied computer scientists mainly deal with data base aspects from different application areas. They analyse and develop hard- and software components or modify available components for specific requirements.



Training Profile – Industrial Management



► Duration of traineeship

3 years

► Places of traineeship

Operating departments in all administration departments

► Field of activity

Industrial Managers work in all branches of commerce. They take special administrative tasks in different management levels. Mainly they operate in accounting and finance, human resources, controlling, marketing and sales or logistics and procurement.



Training Profile – Real Estate Management



► Duration of traineeship

3 years

► Places of traineeship

Operating departments in the sector of real estate management

► Field of activity

Real estate managers have a broad knowledge base in administration, renting and marketing of company-properties. They deal with special regulations in the real estate-sector, facility management and controlling.



Training Profile – Accountancy, Taxes, Auditing



► Duration of traineeship

3 years

► Places of traineeship

Operating departments in the sector of accountancy, finance and taxes

► Field of activity

The graduates of the **Accountancy, Taxes and Auditing** course focus on the field of financial reporting, management accounting, controlling, financing and business management.

