

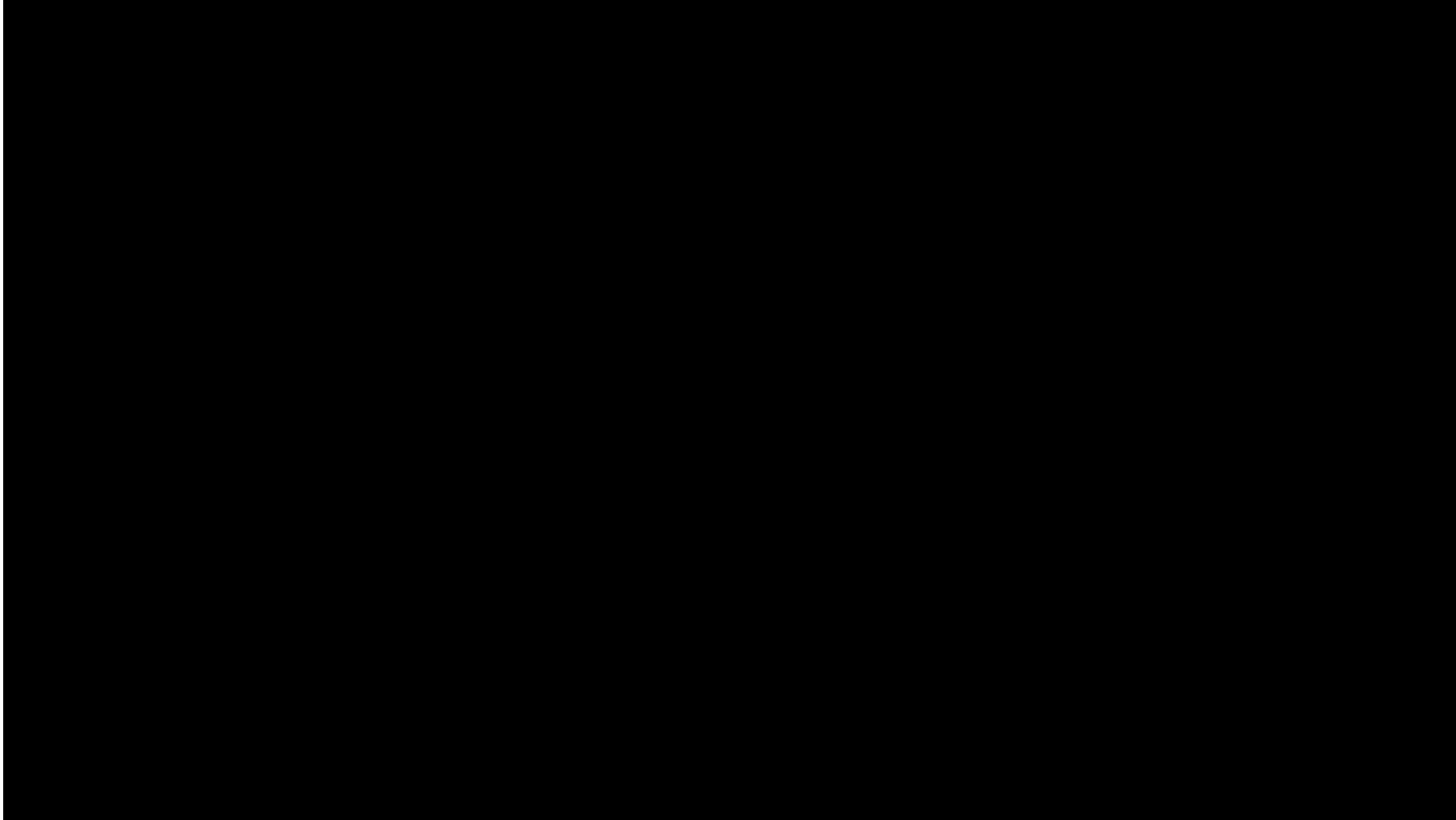
Future oriented vocational education

Presentation at Sasol 5th Annual Technical Teachers Conference

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Aftersales Market Qualification and Processes
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Start: *The world is changing. Fast.*



What was the initial situation about?

TRANSFORMATION

- Changing technologies, new driving technologies
- Autonomous driving
- Digitization of the vehicle - Connected Services
- Transformation from vehicle manufacturer to mobility service provider
- Promise to offer premium service to premium customers



What did we find in the field of vocational education (VE) for Aftersales?



VE is mostly connected to factories

- No specialized programs for Aftersales
- Customer orders not part of vocational education



Future skills are not covered

- New contents which are basics today are not covered in schools
- not in line with requirements of manufacturers



Link to the dealership organization is missing

- Dealers are not aware where to recruit young talents
- High qualification costs in the dealership organization



Create a holistic and sustainable program

PAVE = Porsche Aftersales Vocational Education

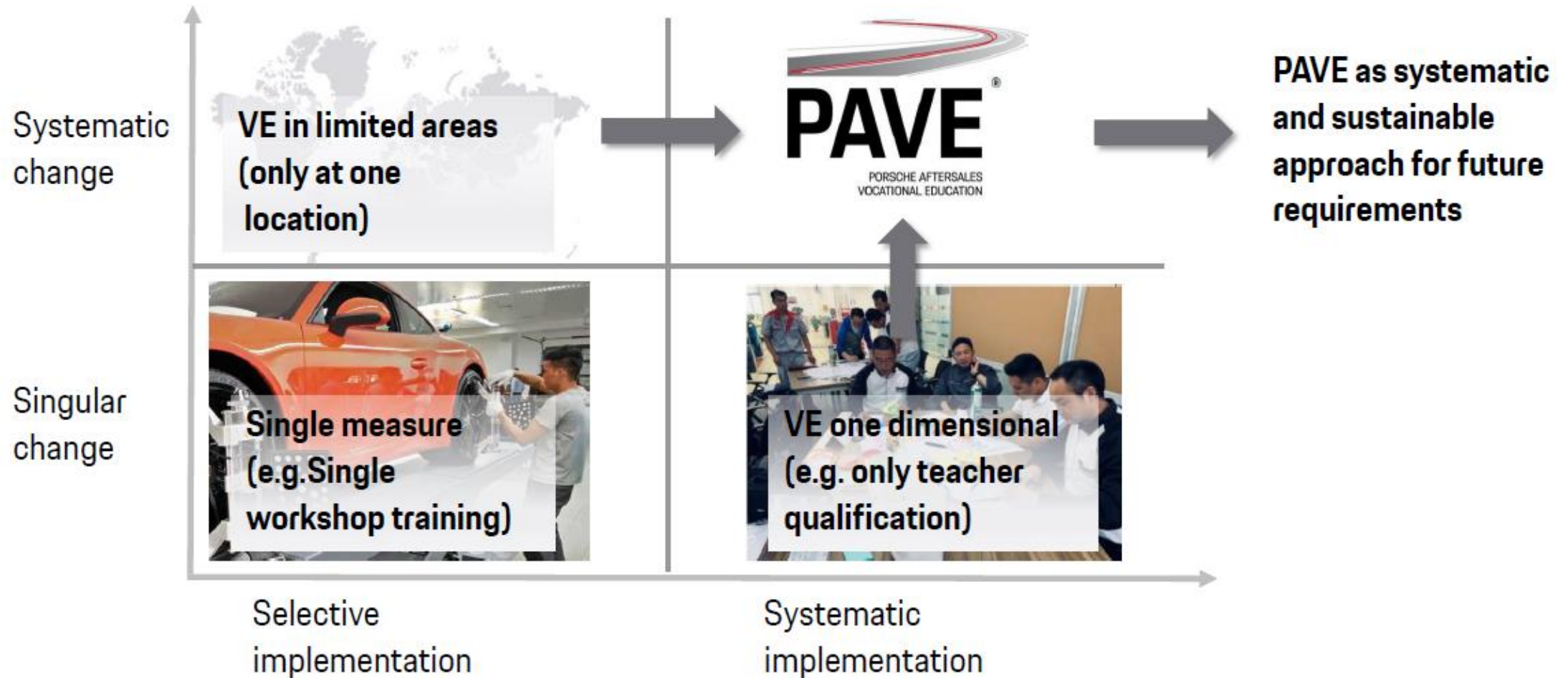
What is PAVE standing for?



Porsche Aftersales Vocational Education (PAVE) ...

- ... offers demand oriented **vocational education programs** for Porsche and the brands of VW Group
- ... is pioneer and best practice in **action oriented** vocational education, **working on customer orders**
- ... in the job profile **Automotive Mechatronics**
- ... creates **intelligent networks** and **cooperation**
- ... programs are **self-financed**
- ... offers **high social and corporate responsibility**

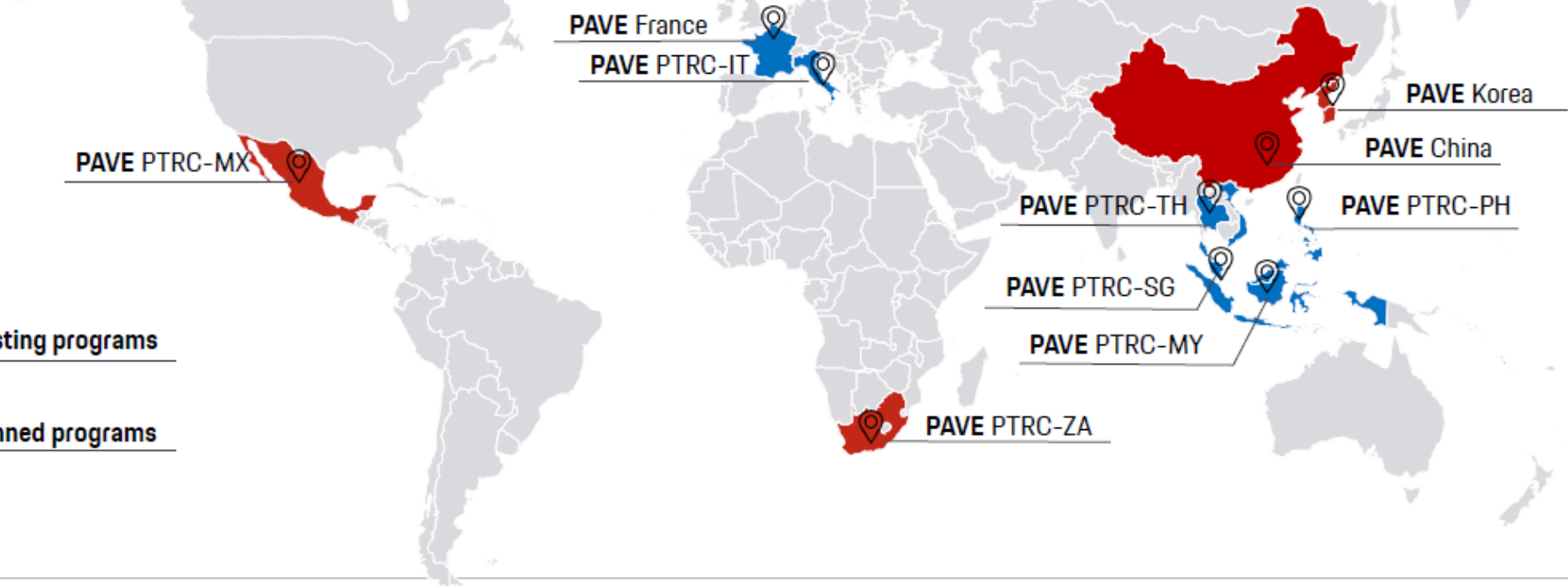
How are vocational education and other education programs implemented?



Where are we operating?

PAVE Vocational Education never sleeps

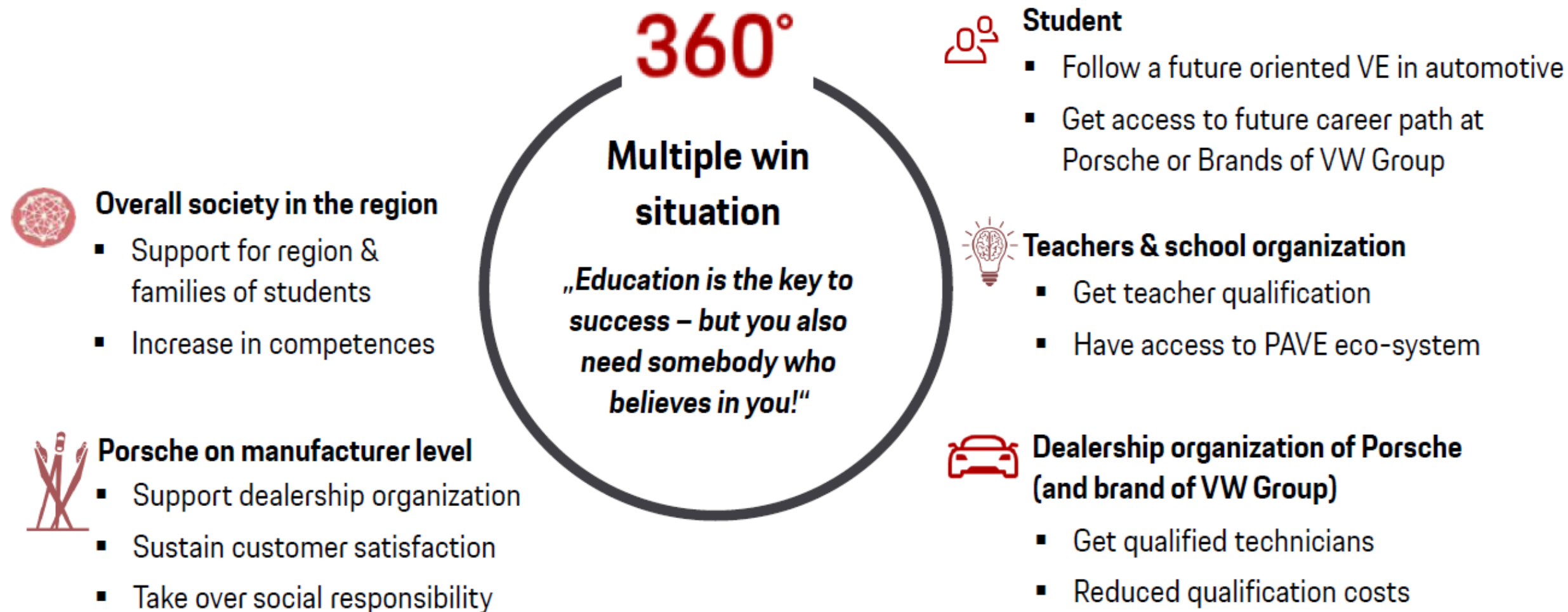
- Existing programs
- Planned programs



With whom are we creating multiple win situations in South Africa?



PAVE creates multiple win situation with and for all stakeholders



What tools and formats do we use?

PAVE Curriculum and Digital Learning

- Job & competency profiles and learning paths
- Assessments & certification
- Curricula & learning programs

Instructor Led Training				
Module	Content	Objectives	Method	
Introduction	- Design and function of the vehicle - Overview of the vehicle - Parts of the vehicle - Identification of the vehicle components - Explanation of the vehicle systems in the vehicle (using the theoretical knowledge from digital learning)	- The participants can before evaluation recognize the vehicle in the vehicle - The participants know the parts of the vehicle - The participants know the components of the vehicle - They know the general structure of the vehicle and can find and explain the systems in the vehicle	Practical	Practical
Measuring Equipment	- Inspection of the measuring equipment and safety - Safety and damage	- Participants can independently inspect the measuring equipment and make the necessary safety and damage	Practical	Practical
Recommissioning	- The participants can commission the vehicle in the vehicle - The participants can commission the vehicle in the vehicle - The participants can commission the vehicle in the vehicle	- The participants can commission the vehicle in the vehicle - The participants can commission the vehicle in the vehicle - The participants can commission the vehicle in the vehicle	Practical	Practical

Module 1: Introduction to the vehicle	1	1	1
Module 2: Design and function of the vehicle	2	2	2
Module 3: Parts of the vehicle	3	3	3
Module 4: Identification of the vehicle components	4	4	4
Module 5: Explanation of the vehicle systems in the vehicle	5	5	5
Module 6: Commissioning of the vehicle	6	6	6
Module 7: Safety and damage	7	7	7
Module 8: Commissioning of the vehicle	8	8	8
Module 9: Commissioning of the vehicle	9	9	9
Module 10: Commissioning of the vehicle	10	10	10



Teacher and Trainer Qualification

- PAVE Teacher Qualification & Training Center Standards
- Porsche Trainer Qualification and Certification Program
- Multiplier Qualification (coaches, mentors, etc.)
- Innovative concepts e.g. "PIRATE" approach

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TRAINER QUALIFICATION AND
CERTIFICATION PROGRAM



Training Aides and Equipment

- Learning material (print & digital)
- Learning equipment (tools, simulators, clothing, etc.)
- Demo parts, dummies
- PAVE HoloLens (Mixed Reality)



How to prepare PAVE students for new technologies?



How do use cases look like?

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Impressions of High Voltage Qualification and Certification in Singapore



How do use cases look like?

Impressions of High Voltage Qualification and Certification in Singapore



How do we ensure the quality measurement?



Use global standards in assessment processes for quality measurement



Assessment guidance and monitoring by third party → regional AHK in the respective country



Competence level measurable to European Qualification Framework level 4



Efficiency through reduced time to competency and earlier productivity



Ensure anchoring and broad effects in the local vocational education landscape



Work with modular curriculum to keep curriculum up to date with new competences



Overview of PAVE DNA

- **Modular vocational education standard worldwide**
- **Think global, act local**
Localisation is key
- **New learning methods & didactics**
- **Integrated in PAVE curriculum, learning tools & teacher qualification**
- **New technologies included, students exit with HV certificate**
- **Measurable to European Qualification Framework, certificate by local AHK**



**Thank you for your
attention!**



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