

# DUAL-TRACK EDUCATION VERY POPULAR IN CHINA

## Feintool offers outstanding career prospects

The European dual-track education system is proving a big hit in other regions worldwide. Now, Feintool is also offering training programs in China based on this proven concept of combining theoretical knowledge with hands-on experience. This is how today's students become tomorrow's factory floor managers. And Feintool has a lot to offer to help them achieve this. By the same token, young Chinese students also have high expectations of their trainers.

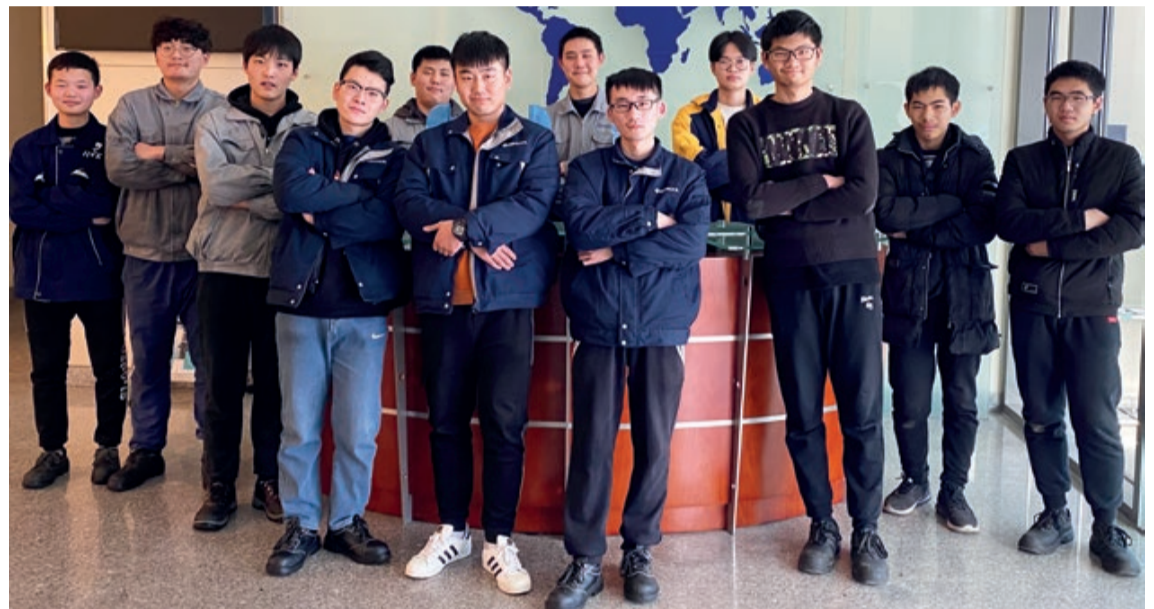
European employers are extremely popular in China – not least because of the solid education and hands-on training they offer. Domestic companies are also increasingly turning to this form of vocational training, particularly in the automotive industry. For Jin Tan, the HR manager at Feintool's plant in Taicang, one thing is clear: «The dual-track education system is a systematic training program that teaches in-depth knowledge and valuable skills.» And this is important for the specialists and managers of tomorrow, who must be able to optimize value creation along the manufacturing chain (factory floor management).

This is why Feintool trained suitable instructors in China early on using the «train-the-trainer» method. This is how the company was able to begin offering vocational training programs in the megacity of Taicang, just under 50 kilometers from Shanghai, in 2018, and a year later in Tianjin, located in the greater Beijing area. For this purpose, the company entered into partnerships with the Jiangsu Taicang Secondary Vocational School and the Yantai Vocational School.

Unlike in Central Europe, however, the number of potential applicants fluctuates from year to year. At Feintool China, a total of eleven trainees are currently on their way to becoming toolmakers or machine operators over the course of three years. This includes Jiakai Liu in Taicang. Like all trainees, the 22-year-old is going through structured modules alternating between classroom instruction and hands-on training. In these modules, the trainees acquire factual knowledge and work hands on in areas such as presses, tool making, fineblanking, and forming.

For Jin Tan, the advantages of the dual-track education system are clear: «After

completing the program, young people can start a



**«In the beginning, I felt like I couldn't contribute at all. But my coworkers always offered support and guidance. In turn, I actively asked my colleagues for help. I wanted to know what I was doing wrong and how to do it better. Today, I'm extremely glad to be here; Feintool was truly an excellent choice.»**

Jiakai Liu, 22, vocational toolmaker trainee in Tianjin

job right away, without a long training period. It's a win-win situation. Graduates also embrace our corporate culture and are resilient employees.» The cultural issue is an important one. After all, not unlike their peers all over the world, a proper work-life balance is also very important to young Chinese people, they are skeptical about blue-collar jobs, and they demand clear career prospects. «This is a self-confident generation, which is why our mentors provide intensive support and also strive to facilitate the trainees' personal development» says the 40-year-old HR expert. Corporate culture? At Feintool, this means team spirit, collaboration, motivation, and encouragement. In return, the company expects a willingness to perform as well as

dedication.

# 100

trainees were employed by Feintool worldwide in 2020.

# 16

The number of technical and business-related fields that trainees can select.