

QMT

Qualified Machine Technician

Education

One of the biggest concerns for our members is finding mechanics and technicians.

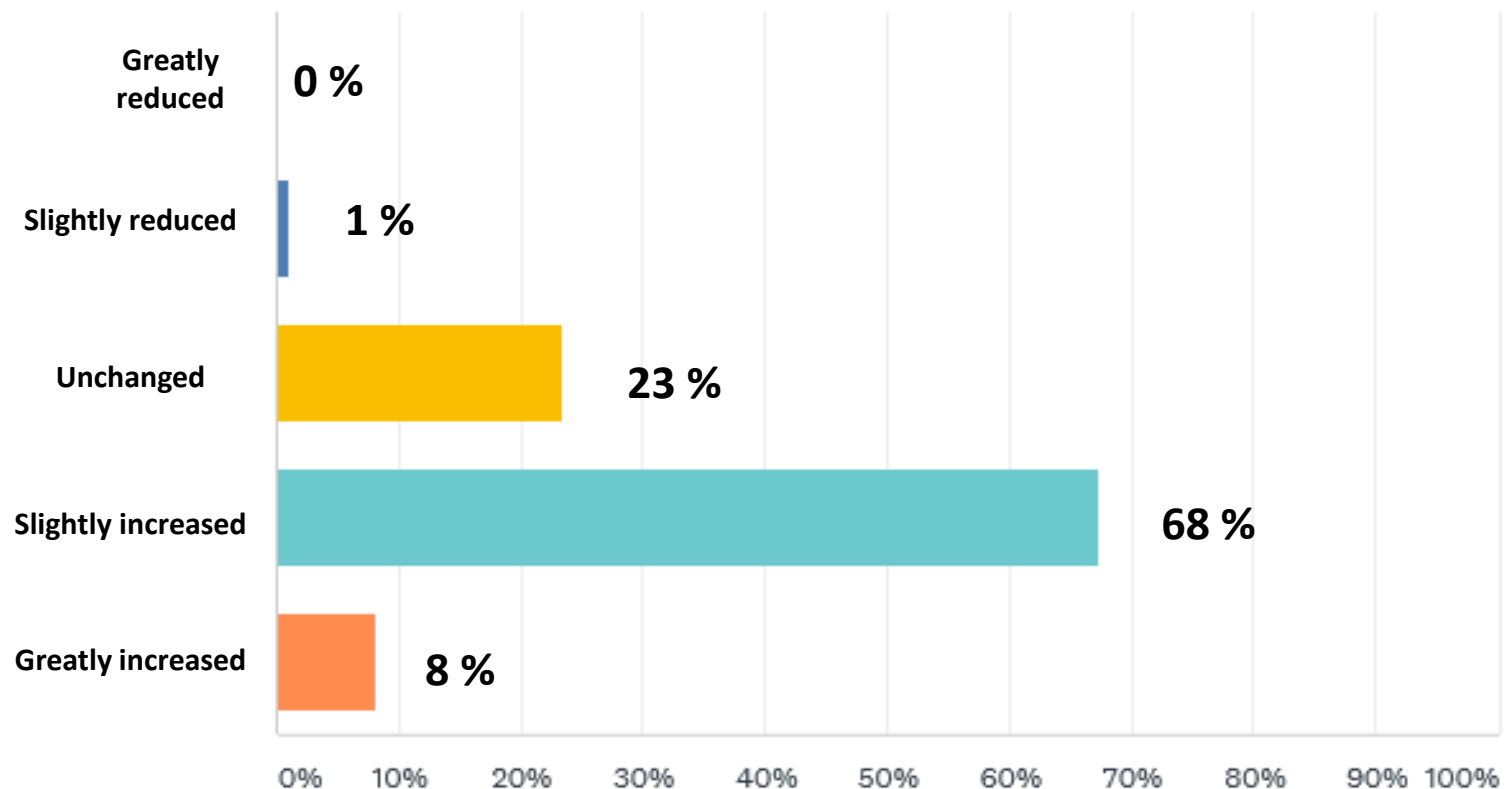
The vocational programs are three years long in Sweden. After three years and passing an exam, you get your vocational diploma.

Vocational schools throughout the country are closing their mechanics programs due to high costs.

What does ML do about this situation?

- In the year 2001 we started focusing on the problem with the lack of new mechanics.
- Survey (2017) of the need of workforce among ML member companies:

How do you assess the development of the number of employees in your organisation for the next five years? (taking into account retirement)



Need of new employees in the next five years (taking into account retirement)

(figures from 2017):

Agriculture and construction equipment sector:

614

field mechanics

needed in the next five years

Agriculture and construction equipment sector:

583

work shop mechanics

needed in the next five years

Agriculture and construction equipment sector:

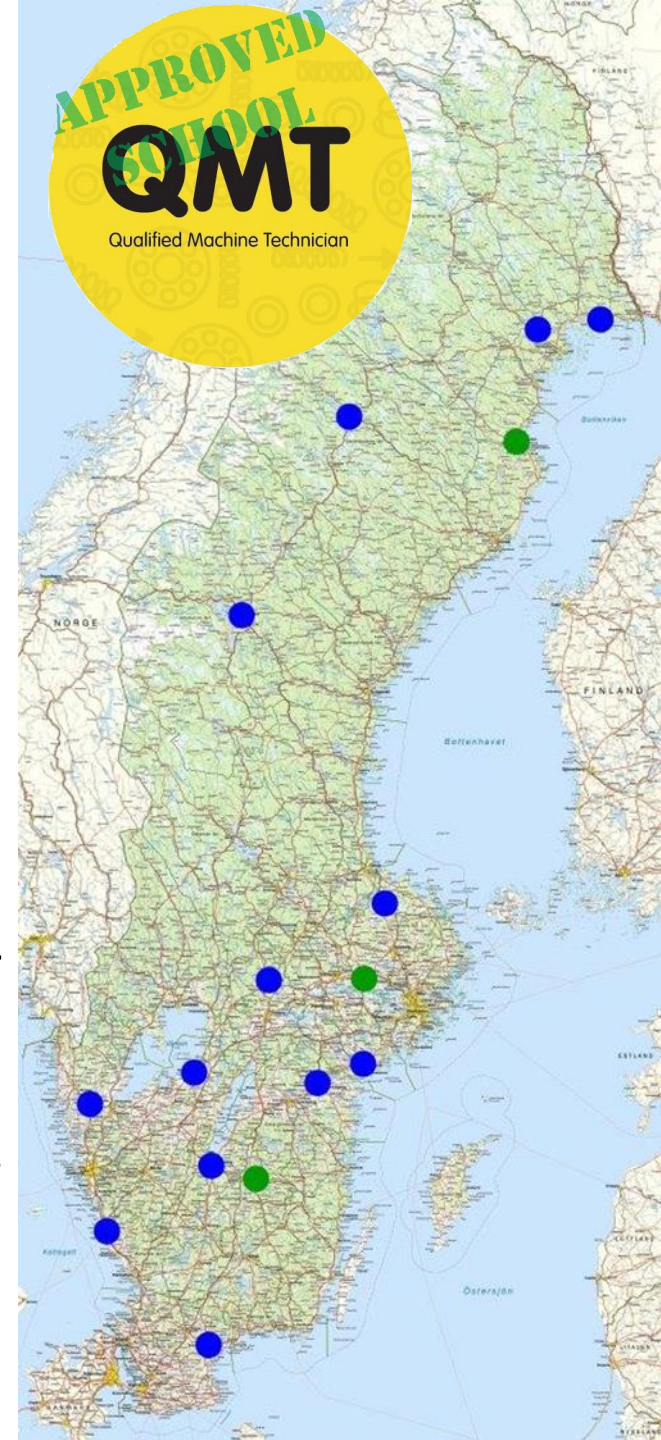
298

spare parts personnel

needed in the next five years

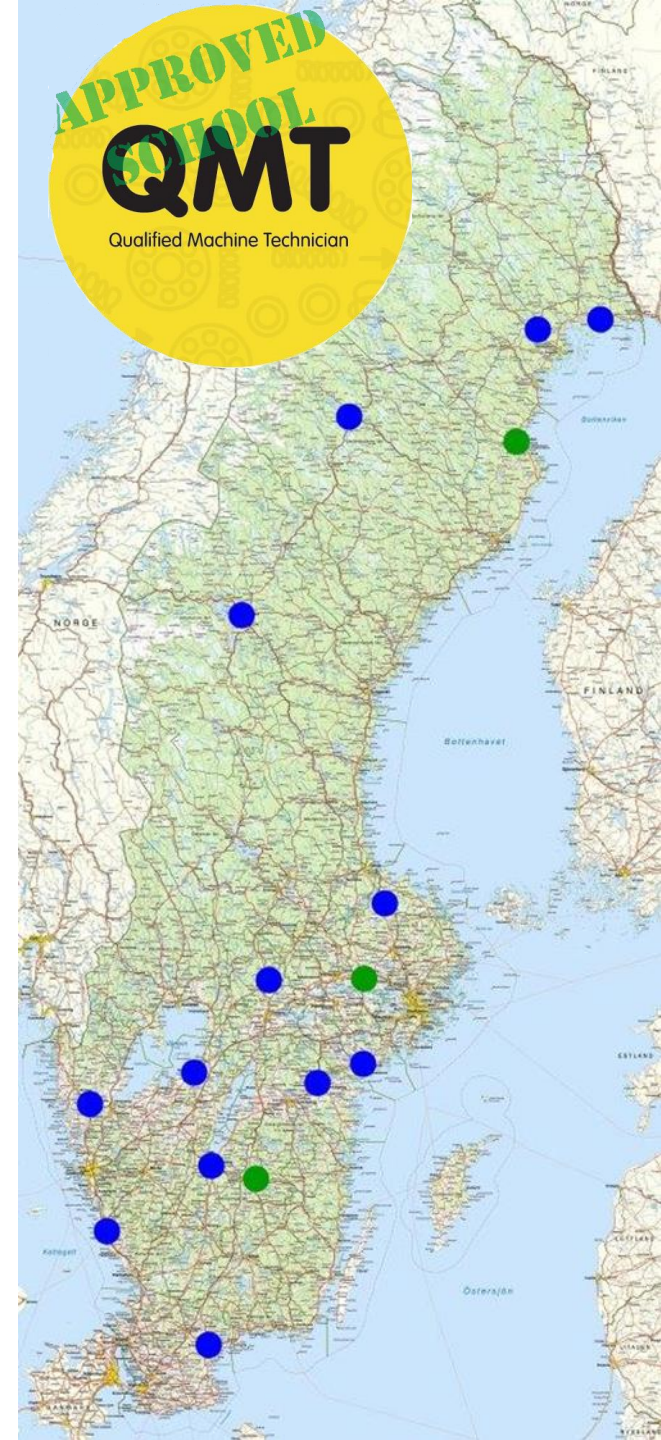
We are currently in the process of selecting 15 schools that we (our members) will support in different ways:

- We will provide the school with a **modern machine**, not older than 5 years, (tractor, wheel loader, forklift or other) **free of charge**, including access to repair manuals and spare parts.
- **Accept students as trainees** during their training period
- Offer the students **summer jobs** during their education
- Arrange **further education** in modern machines for the teachers
- **Support local recruitment** activities for the schools
- Students that accepts a job at a member company after graduation gets a **joining bonus** of 1000€



The school must meet certain criteria to be approved by us:

- Provide **suitable facilities** for the education (including machine hall, changing rooms, theory rooms)
- Have sufficient **basic equipment** for the training in question
- Have **teachers** with formal education and experience in heavy vehicle repairs as well as an interest in further education
- Have **scheduled teacher-led education** instead of apprenticeship. (15 weeks during a 3-year period is workplace-based learning.)
- **Help the students find summer jobs** in consultation with ML and collaborative members.
- Push **local recruitment efforts** to attract future students



”Summer school”

- In the summer of 2017 we launched a project in three schools to increase the interest of young people (15 years old) to choose the mechanics program when they apply for vocational school the following year.



- The teenagers get to try the mechanics program for two weeks in the summer and gets a small salary for this (20€/day) paid by ML.
- 80 % of the students from the first year of the summer school project chose the mechanics program when they applied for vocational school.

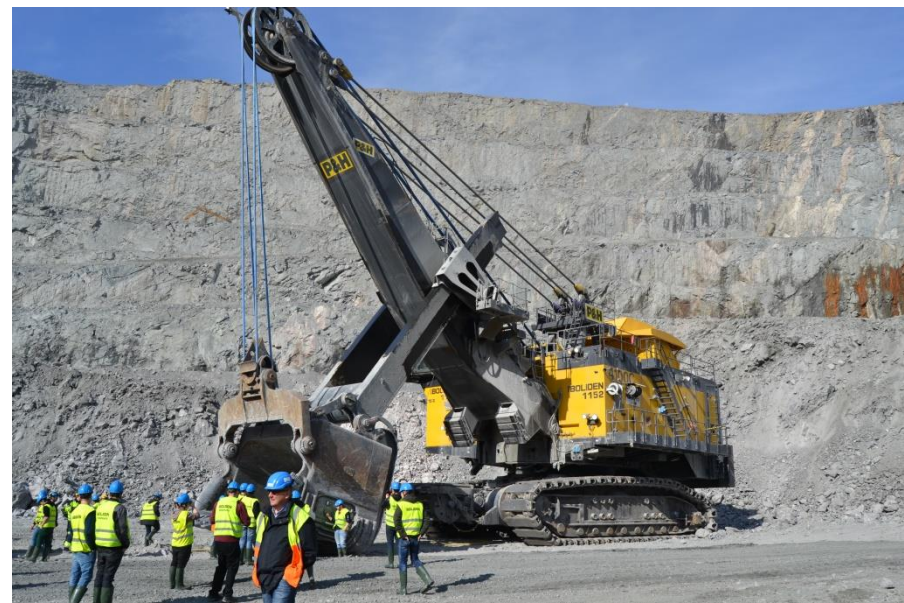
Our school

- In 2008 we became shareholders of a vocational school in Eksjö in south-central Sweden. The school is a publicly funded charter school, owned by a private company. ML holds 30% of the shares, the municipality of Eksjö holds 40%, the CEO 19% and the teachers 11%.
- All dividends that ML gets from the owner company is reinvested into the school's activities.
- The Eksjö school has become very popular with high application rates. They currently have 30 mechanic students (in total 240 students in the school)
- The school offer housing for students, have modern machines and dedicated teachers.
- ML members can have courses and further education for employees in i.e. hydraulics or electronics at the school in Eksjö.
- In the last three years 90 % of the machine mechanics graduated from Eksjö have started working at a member company.



Finance?

- Members pay a special fee dedicated to education & recruitment in addition to the membership fee
- The "recruitment fee" is 40€ - 1100€ depending on the size of the member company
- Budget of ~74 000 € / year



Students visiting the Aitik mine in north of Sweden



Students visiting the Volvo CE test center in Eskilstuna, Sweden



Visitors in our stand at the Machine fair in June 2018. The QMT-students were present in our stand to promote their schools