Welcome

Agenda
• About Grundfos
• Danish education system
• VET programmes
• Education systems
• Career paths
• Qualification schedule
• Abroad programmes
Welcome to our world
Grundfos is a World Leader
Floods
2.4 billion people
Pumps secure and remove water. This is essential to life on earth

And with climate changes - now more than ever...

Droughts
663 million people without clean water

663 million people without sanitation
200,000 solar-driven Grundfos pumps provide water - especially in developing countries

500 million people get clean groundwater from Grundfos submersible pumps

400 million people get heating from Grundfos circulation pumps
Water treatment

Utilities, Heating, Cooling, Drinking, Industry, Irrigation, Farming

Share of Global Electricity Consumption Consumed by Pumps

1% 2% 3% 4% 5% 6% 7% 8% 9% 10%
9 out of 10 pumps are running full speed - Even when there is no need
We invented auto adaptable pumps and motors - that can potentially save 5% of global electricity
OUR SOLUTIONS

- Family homes
- Commercial Buildings
- HVAC OEM
- District Energy
Industrial Processes

Industrial Utilities

System Builders and OEMs
OUR SOLUTIONS

Circle of Trust

Service Portfolios

Encyclopaedia

Service Centres
Grundfos was founded in 1945 by Poul Due Jensen
We produce more than 17 million pump units per year
In 2018 Grundfos net turnover was 3.56bn Euro
Grundfos has more than 19,000 employees in 56 countries
GRUNDFOS presents
A PUMP
Grundfos Vocational Training

- Policy
- Danish education system
- VET programmes
- Education systems
- Career paths
- Qualification schedule
- Abroad programmes
- Results
- Questions
Why VET?

• Production
  • Great need for skilled workers
  • Difficult and expensive recruitment

• Research and Development
  • Increasing amount of engineers with no hands-on experience

• Social responsibility
  • We educate to own needs
  • We educate in areas because we can
GRUNDFOS will carry out vocational education and training programmes at a high level, and following a carefully planned and structured course within the fields of expertise that comply with the existing and future requirements of the company.

GRUNDFOS will aim at attaining a level of vocational skills and personal qualifications for its newly qualified skilled staff that would make them preferred over external applicants for filling vacant jobs at GRUNDFOS.

GRUNDFOS will exert influence on the development of the vocational education and training system to ensure that it is in keeping with the qualification requirements set for filling a job at GRUNDFOS today and in future.

Through targeted marketing activities GRUNDFOS will present itself as one of the most attractive business enterprises in Denmark approved to offer vocational training in an international environment.
Danish Education System – after Primary school

Years of education:

- 20: PhD
- 19: Master’s programmes (candidatus)
- 18: Bachelor’s programmes
- 17: Professional bachelor’s programmes
- 16: Academy profession programmes
- 15: Bachelor’s programmes
- 14: Professional bachelor’s programmes
- 13: Academy profession programmes
- 12: General upper secondary education
- 11: Vocational education and training
- 10: General upper secondary education

Education pathways:

- 80%: stx, hlx, htx, hf
- 20%: eud, eux, euv, Maritime VET

Years:

- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1

EQF
Grundfos vocational training programmes

Crafts and engineering trades
- Blacksmith*
- Industrial technician*
- Toolmaker*
- Tool technician
- Plastics engineer*

Technology and communication
- IT supporter*
- Automation technician*
- Electronics technician*
- Data technician*
- Technical design

Warehouse and logistics
- Warehouse and logistics operative

Canteen area
- Chef*
- Caterer*

Commercial and clerical area
- Office trainees
- Shipping trainees

Total number as on 1st March 2019:
- Apprentices = 140 (*28 EUX)
- Trainees = 25
Vocational education and training (VET) in general

“Sandwich system” – 4 years

Basic education at vocational college

Specialised education at vocational college

Certificate

Basic training at Grundfos trainee centre

Specialised training in different departments at Grundfos
✓ 5 years

✓ Opportunity to gain both vocational qualifications and qualifications in upper secondary programmes (High School)

✓ Direct qualification for university

✓ Recruitment basis for new engineers at Grundfos

✓ Prestige of VET programmes in general
Career path

1 Manager
1 Secretary
3½ Instructers
  • Overall education responsibility
  • Education planning
  • Recruitment
  • Marketing
  • School co-operation
  • Abroad Programme

Manager
Skilled worker
  • Daily education responsibility
Vocational training programs abroad

• England
• Serbia
• China
• Spain
• Germany
• USA

Erasmus+
Results - success

- More than 50% get a skilled job at Grundfos
- More than 30% go for further education
- Less than 3% leave Grundfos without any plans for the future
- Higher marks than average
- Low dropout (4 – 8% a year) including the period of probation
Question

• How are students selected?
• How are the in company trainers selected and educated?
• Is Grundfos involved in the development of the curricula?
• How is the % of work based learning determined?
• Do you pay a salary to the students?
• How is the collaboration between the company and the school established?