Training and Consulting
Training and seminars from industry – for industry
Modern technologies and machines are keys to success, assuming people can master them!

Professional training – for greater productivity and competitive advantage

Ongoing technology changes are continually transforming tasks in companies today, yet investment in technologies and machines alone is not enough to ensure success. People are the crucial factor. Employees must contend with the continuous technological changes. This requires an unprecedented level of adaptability.

This global trend towards continuously changing requirements and lifelong learning affects everyone: emergent countries on the road to industrialization as well as highly industrialized countries due to the rapid introduction of new technologies such as Industry 4.0.

Businesses that ignore this development or hesitate to invest in training will, in the near future, have a shortage of competent employees, resulting in a skills shortage that can slow down the entire operating cycle, and negatively affecting productivity and competitiveness.

The better the professional training is matched to the company – as an integrated entity – the more individually employees and managers can meet the changed requirements.
There are many training providers out there. But only tailored and practical training will ensure productivity!

Festo Training and Consulting – the training provider with "industrial DNA"

Festo is a world-leading supplier of automation technology, and together with Festo Didactic, the world market leader for technical education. Through the symbiosis of industry and education, we increase the productivity of our customers around the world in an integrated and sustainable manner.

As an integral part of the Festo Group, Festo Training and Consulting has its roots in automation and boasts "Industrial DNA". Working closely with Festo Automation, as well as operating in the same segments as our customers, provides us with deep insight into the challenges they face.

Festo Training and Consulting is therefore able to offer tailored and practical training courses for industry. These courses focus mainly on the core competencies in automation technology.

From industry – for industry

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<th>Industry-oriented</th>
<th>Customer-oriented</th>
<th>Enduring</th>
<th>Certified</th>
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<td>Our own experiences make us familiar with the industrial work environment and its challenges.</td>
<td>Adapted to individual customer requirements. From industry – for Industry.</td>
<td>We are a world-leading training provider, with more than 50 years of experience.</td>
<td>Festo Didactic is certified as a learning service provider in accordance with DIN ISO 29990:2010.</td>
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Global

Our services are available worldwide, adapted to local languages and cultures.
When machines work inefficiently, companies waste no time in investing and making adaptations in order to improve the relevant KPIs. But what about when it comes to employees? Too often, expenditures on training and competency development are regarded as a cost rather than an investment.

There are two important criteria in assessing whether an investment in training is worthwhile: training formats individually tailored to the requirements of the company, and a reliable knowledge assessment before and after the training.

Our training formats are always designed with an action-focused approach and for quick implementation in daily work. We perform competency analyses before and after the training so that we can demonstrate the improvement in employee performance, providing a measurement of individual learning success.

Customer benefit can also be verified using KPIs; for example, reduction of unplanned downtimes, optimization of maintenance cycles, high output through optimized processes, and consistently high quality.

Employee training must provide a return on investment. Our training is proof in itself – a worthwhile investment!

Sustainable and demonstrable training success through increased performance

How qualification pays off: A sample project

Customer: Medium-sized German company from the automotive supplier industry; approximately 500 employees

Challenge: Increasing performance in the highly competitive automotive supplier market

Task: Increase machine availability, detect waste in the processes, optimize organization of work

Solution: Establish sustainable and continuous improvement process, optimize associated KPIs, train all employees in the relevant department, and actively involve them in the change processes.

"There is only one thing in the long run more expensive than education: no education."

John F. Kennedy

Process optimization with TPM (Total Productive Maintenance)
• Establishment of internal improvement organization
• Analysis and design of production system value stream
• Improvement of machine effectiveness and tool availability with TPM
• Improvement of service processes

Training of managers and employees
• Training of 150 employees
• Individual competency programs for 14 different job roles

Competency development programs
Basic “acquiring knowledge” modules for the topics Technology, Organization, and People
Activity-specific “developing skills” modules

Result:
• 20% increase in OEE (Overall Equipment Effectiveness) within two years
• 3% reduction in scrap rates
• Improvement in delivery performance
• Amortization of the project after one year!
A “scattershot” training approach misses the target. What works today are individual solutions with an integrated approach!

Working together purposefully to acquire the necessary competencies

- Certified quality to DIN ISO 29990:2010
- We increase productivity and performance with our certified training.
- When conducting our trainings we consider practical training to be particularly important – making mistakes is not only allowed, it is desirable!
- Our didactic concept includes hands-on training, practical exercises, modern learning systems, didactic methods based on the latest insights, and state-of-the-art digital media.
- We define learning targets in order to be able to offer customized training.
- The application of a consistently modular structure to our training content enables us to offer training tailored precisely to the customer’s requirements.
- We outline training requirements using the competency analysis.
- The analysis can cover the requirements of individual employees or entire teams/departments. The focus here is on the potential of the individual employee.
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Competency describes an employee’s ability to independently navigate their way through open, complex, and dynamic situations. It enables action in the present as well as targeted action in the future, making it an essential condition for the future sustainability of a company.

Unlike qualification, which is a function of knowledge and skills, competency is not only a function of knowledge and skills, but also capabilities, as well as the motivation and attitude to put these into practice in real-world situations. Qualification is demonstrated by a certificate – competency is demonstrated by action.

We offer systematic development of employee competencies, ideally anchored in a competency management system directed towards the company’s strategy. The link between “people and their abilities” and “the company and its goals” is becoming increasingly important.

Our service does not end with the successful mastery of training exercises. Instead, it is measured in the employees’ ability to apply in the workplace the competencies acquired during training. We gather all technical competencies, as well as methodical, social, and personal competencies into role-specific competency profiles respectively job roles.

When developing competencies, we always look at the employee’s respective job role. The goal of competency development is to enable the employee to turn in the best possible performance in their respective role.

For example, picture a maintenance technician who works in a plant in Italy for an international company: he is outstanding at the technical aspects of his job, but struggles with organizational aspects, for example. His colleague in India, who performs the exact same role in his plant, is an organizational genius, but is not using the latest technology.

So we can see that we have the same role with the same competency requirements. However, the training requirements are completely different. Our strength lies in analyzing these requirements, planning competency development accordingly, and then putting the plan into action.

Competencies are the key to the success of employees and companies.
We offer training and qualification programs in precisely those aspects that play a key role in everyday industrial life - technology, organization, and people. Through our experience as a global player in automation, we know that improvements and sustainable development are only possible through a combination of all three factors.

This "industrial DNA" and our approach of always looking at companies as an integrated entity enables us to provide the competence development of people and the adaptability of organizations.

At the core of what we offer is technical courses that answer issues surrounding automation technology. In the area of organization, we want to enable employees to critically evaluate the particulars of their respective roles, developing a self-reliant working style, and in this way continuously improve their environment.

Finally, we know that soft skills like social competency, team work, and the proper way of dealing with customers in the technical environment are also of vital importance. This is where we apply our courses relating to people – a company’s most important asset.

We offer various training formats tailored to specific topics. Our practical training courses are aimed at directly applying what was learned into everyday work. To accomplish this, we use our own learning systems with the latest industrial components, combined with the most modern methods, such as business games or e-learning.

Public courses take place at defined times in our modern training facilities. In addition to the basic courses, task-specific courses introduce hands-on content and are tailored to the participants’ work environment. Sharing knowledge with peers is an essential part of the training.

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Most courses can also be delivered as customized, in-house training. Internal company challenges can be openly addressed. We assist clients directly at the workplace and tackle their real questions and requirements. This also means no travel time or costs.

Our trainers have many years of industrial experience and are trained in didactic, methodological, and rhetorical skills. They have an in-depth knowledge of methods for promoting competency development and complement leading didactic approaches with active and learning-centered methods. Our “Festo Certified Training Professional” internal trainer qualification guarantees operational excellence during training.

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Festo Didactic is the world’s leading service provider for basic and further technical training. The company’s range of products and services provides customers with holistic training solutions in all fields of technology for industrial automation such as pneumatics, hydraulics, electronics, electrical engineering, mechatronics, CNC, energy efficiency and mobility, renewable energy sources, industrial maintenance, HVAC, and telecommunications.

We design and implement learning systems, training environments/laboratories, training factories, e-learning solutions and training programs, right on up to complete training centers which systematically prepare people for work in dynamic and complex industrial settings. Our goal is to maximize learning success in schools and training centers, and to ensure lasting skills development in industrial companies around the world.

Festo is an internationally leading supplier of automation technology and solutions for technical education and training. As a global, independent family-owned company with its headquarters in Esslingen, Germany, it has become the performance leader in its industry over the last 50 years. Thanks to its innovations and problem-solving competency in all areas of pneumatics as well as its unique range of industrial training and vocational education programs.

In the field of factory and process automation, the company currently provides more than 300,000 customers in 200 industry segments around the world with pneumatic and electric drive technology, as well as the latest training solutions for industrial environments.

The Festo Group has a global presence with around 18,700 employees in 250 locations.

Festo Didactic – world-leading provider of equipment and solutions for technical education

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