



Case study – Gerresheimer

Cooperation - long way to go:

- **Years 1, 2** – 2008 company identifies the need for mechanics specialized in injection molding, negotiates with the nearest school a special study program - low interest of students/parents
- **Years 3, 4** – proactive work with primary schools and parents – still not enough interest
- **Years 5, 6** – proactive work continues, company offers scholarships – classes opened (13,16 students)
- **Year 7** – 11+15+11 students, June 2015 – first class will finish (apprenticeship certificate after 3 years)



Horšovský Týn, cca 6.000 people

Organization of the study program:

- 50% are general education and theoretical subjects, 50% training, two-week cycle.
- **1st year** - practical training at the company training center 1 day in a two-week cycle, four days at the school training facility
- **2nd year** – practical training half week at the company (training center), half week at school
- **3rd year** – practical training half of the time at the company' production site under supervision, half of the time specialized welding course and further practical training at other partner companies of the school

Gerresheimer's products



- The company's training center is equipped with two injection molding unites as well as equipment for theoretical knowledge, including audiovisual equipment.
- The VET teacher at the company meets both professional and pedagogical standards and is responsible also for the supervisors at production site in 3rd year.



Scholarship program:

- The company provides scholarships up to CZK 1000 in 1st year, CZK 2000 in the 2nd year and CZK 3000 in the 3rd year depending on school grades (CZK 1000 = 36 Euro, minimal wage is CZK 8500).
- At the beginning, there was the obligation to work for the company for 3 years after finishing the 3-year study program or to pay back the scholarship. Later the company has dropped this rule.
- The students also receive the so called “productive work pay”.

About the company:

- Gerresheimer s.r.o. is a subsidiary of a German mother company, it had 300 employees in 2006, 365 in 2008 and further expanded to nearly 600 in 2012 and 2013.
- The production site is located at Horšovský Týn, 25 km from the border with Germany, equipped with 106 injection molding machines with clamping forces of between 25 and 225 tons and with six fully automatic and semi-automatic assembly lines.
- The company produces healthcare equipment like inhalers, insulin pens, lancing devices, various quick tests, dialyzer components, sterile adhesives for wound repair, products for artificial respiration and many more. The facility also specializes in assembly, post-finishing, packaging and international transport and delivery services.

SCHOOL



&

COMPANY

