

# Teacher's Training in Ford Otosan

European Alliance for Apprenticeships – Regional Seminar  
26 – 27 October 2017  
Budva, Montenegro

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## Ford Otosan has four events for Teacher's Training

### 1. Internal Trainer Selection and Training Process;

- ✓ generally white collared employees (engineers),
- ✓ lectures at Kocaeli Uni. Ford Otosan Vocational Higher School,
- ✓ trains Ford Otosan employees (eg. Six Sigma, FPS, etc.)
- ✓ carrying on with the consultant

### 2. Master Trainer Selection and Training Process;

- ✓ generally blue collared employees (technicians, operators),
- ✓ they are master on their own vocation,
- ✓ trains (usually practical) new and current Ford Otosan employees,
- ✓ trains students who came from the different level schools within dual system
- ✓ carrying on with MoNE based on MoNE regulations

## 3. Teacher's Training of MoNE Golcuk Vocational Training Center

- ✓ generally graduated Automotive, Metal or Machining,
- ✓ they were MoNE technical teachers,
- ✓ the project was focused on training to the new Ford Otosan employees

## 4. Teacher's Training of KOU Ford Otosan Vocational Higher School

- ✓ started on June 2017,
- ✓ they are Kocaeli Uni. Ford Otosan Vocational Higher School lecturers,
- ✓ the project was focused on training to the maintenance person of Ford Otosan for the Industry 4.0

# 1. Internal Trainer Selection and Training Process

## PROCESS MAP

	Steps	Nominee Trainer / Trainer	FOVTAcademy	Consultant	Chief of nominee
1	announcement		√		
2	application	√			
3	approval				√
4	pre-selection		√	√	
5	Presentation technics training		√	√	
6	determination of successful nominee trainer			√	
7	Trainer's training	√	√	√	
8	performans follow up			√	√
9	payment to trainer		√		

# 1. Internal Trainer Selection and Training Process

## Presentation Skills Training Content (2 days)

- Preparing to presentation
- Entrance to subject
- Developing the subject
- Result of subject
- Overcome to excitement
- Answering questions
- Stage skills
- Not to do while presenting

# 1. Internal Trainer Selection and Training Process

## Presentation Skills Training Selection Criterias

- ✓ Stage skills
- ✓ Communication skills
- ✓ Expression ability
- ✓ Learning and teaching willingness
- ✓ Trainer behavior
- ✓ Positive behavior
- ✓ General knowledges
- ✓ Expertise own subject
- ✓ Up to date knowledges about sector
- ✓ Up to date knowledges about Ford

If the nominee internal trainer is successfull, can go to second stage.

# 1. Internal Trainer Selection and Training Process



## Trainer's Training Content (3 days)

- What is the training?
- What is the learning?
- Principles of adult training
- Steps of learning
- Training management
- Need analyses
- Types of attendee
- Preparing learning material and design powerpoint
- Evaluation
- Types of training methods
- Different cases in training and solvings
- Training design and developing content



# 1. Internal Trainer Selection and Training Process



Ford Otosan has over 40 Internal Trainer



# 1. Internal Trainer Selection and Training Process



**FORD OTOSAN**  
MESLEKİ EĞİTİM  
AKADEMİSİ



Internal Trainers in Graduation Ceremony in 2016

## 2. Master Trainer Selection and Training Process

All these teachers selected for the #3308 Vocational Training Law of MoNE. They have to get Master Certificate to be Master Trainer.

This Law describes the Master Trainer Selection and Training Process, content, certificate etc. And Ford Otosan obey to this.

Master Trainer receives a legal certificate that about their vocation.

These Master Trainers teaches some mandatory vocational trainings as below;

	NAME OF VOCATINAL TRAINING
1	WATER TREATMENT PLANT WORKMANSHIP
2	INDUSTRIAL TRANSPORTATION
3	PLANT ELECTRICAL MAINTENANCE WORKMANSHIP
4	MECHANICAL MAINTENANCE WORKMANSHIP
5	NC/CNC OPERATOR
6	AUTOMOTIVE PAINTING WORKMANSHIP
7	AUTOMOTIVE QUALITY CONTROLLER
8	AUTOMOTIVE ASSEMBLY WORKMANSHIP
9	AUTOMOTIVE SHEET METAL FORMER WORKMANSHIP
10	AUTOMOTIVE SHEET METAL AND BODY WELDING WORKMANSHIP
11	PLUMBING WORKMANSHIP
12	TOOL AND DIE WORKMANSHIP

## 2. Master Trainer Selection and Training Process



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### MASTER TRAINER TRAINING CONTENT

*(according to #3308 Vocational Training Law of MoNE)*

	SUBJECT	HOURS
1	Apprenticeships and Principles of Vocational Training	4
2	Wok Quality and Relation With Cost	4
3	Work Health and Safety	4
4	Vocational Analysis and Designing Learning Program	8
5	Communication in Training and Training Materials	4
6	Learning Methods on the Workshop	8
7	Evaluation	3
8	Training Psychology	3
9	Theorytical Exam	2
	<b>TOTAL</b>	<b>40 (5 days)</b>



## 2. Master Trainer Selection and Training Process



**FORD OTOSAN**  
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T.C. MİLLÎ EĞİTİM BAKANLIĞI	
<b>USTA ÖĞRETİCİLİK BELGESİ</b>	
Fotoğraf	
T.C. Kimlik No. :	Merkezin Adı : GÖLCÜK MESLEKİ EĞİTİM MERKEZİ
Adı Soyadı : HÜSEYİN YALÇIN	Merkezin İl/İlçesi : KOCAELİ-GÖLCÜK
Baba Adı : ŞABAN	Belge Seri No. : YK 293662
Ana Adı : FAHRİYE	Belge Tarihi : 05.11.2015
Cinsiyeti : ERKEK	Belge No. : 2015/51
Doğum Yeri : DÜZCE	Meslek Alanı : MAKİNE TEKNOLOJİSİ
Doğum Tarihi : 29/10/1985	Meslek Dalı : BİLGİSAYARLI MAKİNE İMALATI İŞLEMLERİ (CNC)

Yukanda açık kimliği yazılı, **HÜSEYİN YALÇIN** 3308 sayılı Mesleki Eğitim Kanunu'nun 31'inci maddesi uyarınca açılan kursu başarıyla tamamladığından kendisine bu belge verildi.

  
**FEYZİ YÜCEL**  
Merkez Müdürü

  
**ERCAN GÜLSUYU**  
İl/İlçe Milli Eğitim Müdürü

Ford Otosan has over 100 Master Trainer

### 3. Teacher's Training of MoNE Golcuk Vocational Training Center

- ✓ only criteria is; being MoNE Technical Teacher graduated Automotive, Metal Welding and Machining,
- ✓ the red colored trainings learnt by the teachers then they teaches to new Ford Otosan employees during 2 years,
- ✓ over 30 teachers trained by Ford Otosan

BLUE COLLAR GENERAL AND FPS ORIENTATION PROGRAM		
	NAME OF TRAINING	TIME (hours)
GENERAL ORIENTATION	Company (Plant & Product) Awareness	1
	General Company Rules	2
	Healthy&Safety Rules + Movie	1
	ISO 14001	1
	ISO 9001	1
	Fire Prevent	1,5
	First Aid	1,5
FPS ORIENTATION	Ford Production System (FPS) General Awareness	3
	Roles & Responsibility in FPS	2
	Istatistical Process Control	4
	Lean Lay Out, Measureables, Reliability & Sustainability	2
	Ford Total Productive Maintenance	2
	Problem Solving	4
	Kaizen	1
	<b>Total</b>	<b>27</b>

## 4. Teacher's Training of KOU Ford Otosan Vocational Higher School

- ✓ the project was focused on training to the maintenance person of Ford Otosan for the Industry 4.0
- ✓ another focused area is; training some selected students and lecturers of Ford Otosan Vocational Higher School,
- ✓ lecturers are employee of Kocaeli University,

### Content of the training;

- ✓ Electrical,
- ✓ Electronics,
- ✓ PLC,
- ✓ Machine Elements
- ✓ Hydraulic and Pneumatic





