“How we prepare students for a global, multicultural business environment”

International Employee Development Year - Siemens Technik Akademie Berlin

Opportunities for growth for qualified OC employees

International Employee Development Year

Training: in English

Goal: specialized topics
In-depth experience in technical projects
- Team
- Networking
- Knowledge Transfer

April

Project Management
Process Management

October

Specialized topics & Technical Project

Intercultural Training

Technical & Conversational German Course

Siemens Technik Akademie Berlin

March

Specialized topics & Bilateral Project
Germany ↔ Operating Company (OC)

Departments Germany

Networking
Teambuilding
Knowledge Transfer

OC

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Milestones and costs for International Employee Development Year Program in Germany

Start: April
April – September → Technik Akademie
October – March → Departments Germany

Prerequisites:
- qualified OC employees with Bachelor- or Master-Degree, or College plus Siemens Certification
- recommended: 2-3 years work experience
- very stable in English

Recruiting:
Participant selection by OC / consulting and support by STA

Status:
Trainee with student visa

Package:
- personnel support 1st and 2nd semester
- teaching, training (instruction, projects) 1st semester
- special support (preparation via internet, cultural training, basic German course)
- Laptop provided during the program
- stipend (500,- € /month)
- accommodation in single apartments during the STA period
- health insurance, public transport
- Travel costs for internship in Germany

Educational concept

- Teamworking
- Accept Cultural Differences
- Pro Active
- Networking
- Knowledge Transfer

- Production Processes
- Factorys
- Interlocking Project
  - pm@siemens
- Process Management Internship
- Process Management Tools (BPPF)
- Factory simulation
- Logistics simulation

- Basic German
- Team Management System (TMS)
- Inter-Cultural Training
- Communication skills
- Quality Management
- Business Studies
The IEDY community 2007 / 2008*

2007

A&D 10
PTD 4

2008*

A&D 6
PTD 4
Osram 3

Osram 1

Osram 1
PTD 2
Osram 2

Osram 2
Osram 1

Osram 2

Osram 1

*) Akquise läuft - Ziel 2 Gruppen

Siemens success demands employees...

- Highly skilled
- Internationally oriented
- Capable of building solid networks
- Able to communicate using a common language
- Willing to document and share their knowledge
- Ready to face international assignments
Technical staff education for specific assignment in foreign Operating Companies (OCs) – in English

Further development possibility:
Start in 4th Semester of a Bachelor studies

Development of assignment and know-how transfer between Germany (D) and the OCs

Promoting international networking through education

Associate Engineer
Siemens Technik Akademie Berlin

"Junior Employee"

Flexibility
Cultural Training
Optimization of technical processes
Networking

1 month process management
incl. 3 months internship
in 4th semester

1 month process management
incl. 3 months internship
in 4th semester

1st 2nd 3rd 4th semester

1st 2nd 3rd 4th semester

German participants
Interns

STA Project

Siemens international network

Operating Company (OC)

Associate Eng. "International Liaison"

German participants
Interns

STA Project

Siemens international network

Operating Company (OC)
Going international with Siemens…