



## The Welding School by Lorch in Pune

**I**n cooperation with Don Bosco Mondo, Lorch Schweisstechnik GmbH (Lorch) intends to address the enormous lack of specialists his customers are facing by providing high-quality vocational training for welders to resolve quality problems. Lorch's formation project creates a new "Lorch Community" consisting of customers and qualified specialists combining the consciousness for quality and technological progress with the meaning of sustainable vocational training and further qualification in the own field of specialization.

Lorch's commitment to vocational training is crucial for the company's commitment in society. Lorch India gets involved in civil-society projects to set development-relevant impulses. The vocational training and advocacy for youngsters from the poorest classes and (ethnic) minorities at Don Bosco contribute to the implementation of the "right to education" of Indian girls and boys in the area of vocational training. Special information campaigns at schools and public relation work reflect the traditional male domain (welder) from a gender aspect to get young women interested in vocational training.

German companies develop markets in India mainly by technological market leadership. High-tech procedures such as the application of the Lorch Speed Pulse increase productivity and, accordingly, are becoming sales argument number 1.

It is quite apparent that especially for the introduction of new and innovative procedures, the training of adequately qualified specialists play a key role with an enormous impact on the development of the market. For this reason, vocational formation and continuous training measures provide Lorch with essential tools for market development.

Lorch Schweisstechnik GmbH with its affiliate Lorch India Pvt. Ltd., Calcutta, founded in 2008, cooperating with Don Bosco in Pune, is an experienced provider of vocational training courses in Pune, India since 2013 :

- Vocational training of specialists in state-of-the-art welding technologies;
- As a technological market leader, it contributes to improve the image of the welder profession in India;
- Young people from poor and disadvantaged classes of society are granted access to a qualified education for good job placement.
- Formation of specialists with a comprehensive vocational training and cooperation with business for an increasingly specialized market.
- Close cooperation of vocational training and co-financing to promote identification with the business goals to expand the brand in India (young people as "brand ambassadors" in the companies);  
It offers companies a role model for the formation of specialists.

For the implementation of the developPPP.de project, Pune is an excellent site as India's centre for the automotive industry and its sub-suppliers, where e.g. the development of new welding methods and manufacturing of welding systems play an important role as they significantly contribute to increasing production quality and production speed.

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As part of the project and in cooperation with Don Bosco, Lorch

- developed vocational training curriculums.
- renovated and equipped a training workshop and classrooms.
- installed comprehensive state-of-the-art welding technology.
- organised permanent employment for 100% of the trainees so far.

The cooperation project Lorch – Don Bosco in Pune is an investment of Lorch Schweißtechnik GmbH which is funded through a DeveloPPP.de project of Deutsche Investitions- und Entwicklungsgesellschaft (DEG) from financial funds of the Federal Ministry of Economic Cooperation and Development (BMZ).

## Participants

All course participants have been assessed as particularly needy young people by a governmental or private institution for youth aid. The majority comes from the poorest classes and these youngsters are not capable of acquiring a vocational formation without specific help. All enrolment conditions for state-certified courses are met.

- 1.) The ITI Welding Course is a one-year vocational training for 20 participants per course.
- 2.) The MES Welding Course (MES = Modular Employable Skills) is a 6-month course with 20 participants each.
- 3.) The Basic Technology Course is a continuous training program for additional 80 persons per year trained by the welding engineers of the Lorch Centre

and its employees.

## Learning and Training

The formation in cooperation with Don Bosco Pune follows the state-certified formation models ITI and MES combining those traditional models with an innovative approach to the training in new technologies and the introduction of new non-formal short-time training in service and maintenance of welding appliances.

- 1.) Der ITI Welding Course (ITI = Industrial Training Institute, enrolment requirement – graduation from grade 10) is a 12-month course with 20 participants each. With a theoretical and practical education (at least 50% of the education takes place at the workshops), it corresponds a dual-system education, however, more of a school type. Company internship at the end of the education are planned to facilitate work experience under production conditions for all trainees. During the term of project 40 youngsters can acquire a qualified ITI diploma. 20 more youngsters have already started vocational training and will be ready to graduate with a diploma after another term.
- 2.) The MES Welding Course (MES = Modular Employable Skills) is a 6-month program with 20 participants each. It is a short-term training with focus on job placement and part of the Directorate General of Employment & Training (DGET) of the Ministry of Labour & Employment. The MES courses offered by Don Bosco are implemented at and recognized by the companies.
- 3.) The Basic Technology Course comprises 1-4 days. Lorch offers presentations and continuous education courses for electrode welding, MIG-MAG welding and WIG welding. One day of training is scheduled for

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each segment. Individual training and its combination depend on the company's needs including continuous training events for masters, trainers, specialists and semi-skilled workers from the production.

## 4.) Training in Service and Maintenance of Welding Equipment

The specific need of companies in service and maintenance of a new generation of welding equipment prompted Lorch into offering formation and continuous short-term training in this segment for suitable youngsters. It is probably not an entirely new vocation, however, a market segment requiring a large number of specialists. For this innovative training area, a three-month continuous training is planned for a total of 20 trainees per year (4 groups of 5 trainees each at the Lorch Centre). This form of continuous education has a pilot character. During the term of the project, a total of 60 trainees are scheduled to take part in this continuous training.

## Impact

The project has the following developmental impacts:

- For youngsters from poor classes of society and (ethnic) minorities: Access to secure education and job placement and a comprehensive development of talents and capabilities (right to education).  
Ca. 460 youngsters: Qualified formation or continuous training.
- Toolmaking and machinery companies and automotive industry profit from highly qualified specialists.
- Transfer of new technologies and procedures of welding technology to improve the offer of middle-class companies in the region.

- In addition, the project has the following positive effects on the partner country:
- Technology and know-how transfer from one of the three technology market leaders in the welding technology field.
- Broad-scale impact and sustainability as a result of the cooperation with an experienced training facility with the potential for expansion to other Don Bosco training facilities. Nowadays Don Bosco Network runs 300 vocational training centres in 23 Indian Federal States as the second-largest provider of vocational training in India after the Indian government.
- Structure formation by duplicating a successful cooperation model (already planned). Potential additional sites are Mumbai, Chennai, Bangalore, and New Delhi.