



Using apprenticeships in SME

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R - Sarkon Oy



Case: SME subcontractor in
machinery and metal industry

R-Sarkon Oy

Content of the presentation

1. R-Sarkon in numbers
2. About our machines and products
3. Educating employees through apprenticeship
4. Specialist Qualification for Machinists



R-Sarkon in numbers

- ✓ Founded in 1989
- ✓ Turn over in 2014 7,5 million euros
- ✓ 65 machines
- ✓ Around 60 employees

MACHINES

65

machines at production



- ✓ High automation level in our production
- ✓ Our machines are diverse
- ✓ The capacity to lathe is from under one millimeter up to 350 millimeter

Educating employees with apprenticeships

- ✓ We have used over 15 years apprenticeships for training
- ✓ Level of qualification varies and you can also choose parts of apprenticeship to qualify

- Multiple apprenticeships for every level in the organisation
 - ✓ For example for management the Specialist Qualification in Management

Most recent qualifications:

- ✓ In R-Sarkon there are six partly qualified employees for Further Qualification for Machinists
- ✓ Newest qualifications are Specialist Qualification for Machinists



Need for educating employees rises from different reasons:

- ✓ Employee has drifted to the industry and don't have any previous education from the sector
- ✓ Industry changes (eg bulk production transfers to low cost countries)
- ✓ Need from the employee itself

Specialist Qualification for Machinists

- ✓ Eight of our employees started the apprenticeship in the end of 2012
- ✓ All participants were already working in R-Sarkon 5 to 15 years
- ✓ The education lasted two and half years
- ✓ The idea for this education came from an employee



The benefits for the company

- ✓ The level of know-how arises in many levels
- ✓ The understanding of business arises
 - ✓ The interest to improve the processes
 - ✓ Eager to get new projects and responsibility
 - ✓ Skill to handle new projects and conclude them successfully
- ✓ The process of recruitment becomes needles

The benefits for the employee

You value more of your knowledge
→ Becoming proud of your skills

You learn how much there is still to learn
→ Eager to gain more information

You become harder to replace
→ Secure your future



The Costs

- ✓ The employee gets full salary during apprenticeship from employer
 - ✓ This is a high cost with new employees
- ✓ The costs of education (teachers salaries etc.) is payed from the Apprehenticeship office

The Bureaucracy

- The bureaucracy in apprenticeships is quit low
 - It is fairly easy to start new educations and tailor it to fit to company's needs
- The Specialist qualifications requires at least some level of vocational examination and 5 years of working experience



The Commitment

- ✓ Sustainability from all parties
- ✓ Many years of training along with fulltime job
- ✓ Result of challenging education is higher level of drop outs (50%)



Challenges

- The resources of the teachers (time)
- The knowledge of the teachers
- The resources are limited inside of a SME



The Outcome

Improved the level of professional skills
in our company

Motivated employees through
education

The benefits are clear compared to the
challenges and costs

THANK YOU

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