



Centres of Excellence between SENATI and Industry

Promising Practice

Implemented by: National Training Service of Industrial Work (SENATI)

Where: Peru

Status: Launched in 2013

Summary: SENATI is creating strategic alliances of cooperation with private companies for mutually beneficial relationships that provide facilities with state-of-the-art technology to support the development of technical professionals.

Overview

SENATI is a TVET institution that provides training in industrial activities as well as for work in facilities, repairs, and maintenance in various economic activities. It is the largest technical training institution in Peru and caters for more than 123,000 students within its 55 branches across the country.

Description

Proactive response to industry requirements

The Centres of Excellence alliances between SENATI and companies were born as a proactive response to a specific requirement coming from industry. Since then, the relationship between SENATI and industry has improved and has even resulted in the development of new products.

Benefits for companies and SENATI

The companies benefit from skilled workers, reduced high labour turnover as well as costs related to recruitment and training of technical personnel. In return, companies disclose to SENATI their technology and the benefits of its use. SENATI benefits from the technological transfer through equipment, machinery and highly specialized technical information. In return, SENATI trains the personnel of the company and strengthens

and adds value to their careers in hydraulics, pneumatics, automation, mechatronics, cold packaging, industrial control systems, electrical engineering, mechanics, industrial application software, and other areas.

Involvement of local and global companies

Companies that are involved in SENATI's Centres of Excellence include: BOSCH, SUN FARMING, KOMATSU-MITSUI, CUMMINS, FERREYROS-CAT, SOLDEXA, SIEMENS, SKF, SIMUMAK, DIAGNOSTOOLS, and PLAN – HYUNDAI.

Objectives

The objectives of the Centres of Excellence are to:

- Reduce the high costs of setting up laboratories and workshops, as well as purchasing of equipment to provide modern education and training;
- Have access to reliable and current sources from industry when updating curriculum; and
- Have technology partners of local and global importance that can strengthen the students' learning experience and SENATI's reputation.

The target groups are instructors and students of different vocational areas who make use of the centres' facilities.

Centre of Excellence



Addressing the need of constantly changing technology in a TVET environment

TVET is characterized by constant change, especially in technology-based subjects. One of the major problems faced by TVET institutions is the rapid technological outdateding and the need to constantly invest in state-of-the-art equipment to provide students with meaningful learning experiences. This investment comes at a significant cost, but the Centres of Excellence address this reality. Furthermore, the initiative supports the labour market by training staff that are updated with the latest technological advances in industry. Finally, the initiative improves the perception of technical training as a valuable alternative for a professional future aligned with industry requirements.

The collaboration between SENATI and industry offers a win-win situation for both. It highlights the importance of updated technology and reduces the operating costs of technical education, while keeping curricula and instructors aligned with labour market needs. The Centres of Excellence allow students to access workshops and equipment similar to what they will find in a real workplace.

Companies are allowed to fill job positions faster and have the possibility to train their own staff. Additionally, these alliances offer further benefits for companies as these provide their customers with extensive post-sale support by having a network of instructors and trained students who are competent in their technology.

Outcomes and impact

SENATI has established 18 Centres of Excellence nationwide, most of which are in the capital city of Lima. The institution has formed alliances with 13 global companies for the implementation of these centres. These companies are: BOSCH (2 Centres), SUN FARMING (3 Centres), DAS (2 Centres), SUNSET (2 Centres) KOMATSU-MITSUI, KOMATSU-CUMMINS, DIVEMOTORS, FERREYROS-CAT, SOLDEXA, SIEMENS, SKF, DIAGNOSTOOLS, and PLAN INT- HYUNDAI.

On a yearly basis, SENATI trains around 10,500 students at the Centres of Excellence.

This practice has had a significant impact on the entire Peruvian society. With the implementation of the framework:

- SENATI's reputation and influence in Peru allows companies that collaborate with it to enter the national market with their products.

- SENATI collaborates with companies for improved learning experiences in TVET. SENATI contributes with space and adaptations within the campus to place the equipment provided by companies, while the companies provide machinery and equipment, technical knowledge, specialized training for instructors, and support when updating the curriculum.
- SENATI's instructors obtain national and international certifications on the technology used by global companies, improving further the institution's reputation.

Challenges

Convincing companies to collaborate with SENATI

One of the main challenges was to convince the companies that it was a good opportunity for them to promote their technology in the national market through a TVET institution with national coverage. A reason for this is that companies tend to be more interested in immediate commercial goals. To address this, SENATI presented projections of future results and benchmarking practices, which helped in getting companies on board. SENATI acknowledged that companies have commercial goals and used these as a leverage when working on proposals.

Getting internal key actors on board

An internal challenge was to convince different key actors within SENATI of the importance of the initiative and the collaboration of different areas needed since each company has a different story. At an internal level, projects of alliances at SENATI are presented to the National Administrative Committee on a monthly basis. The committee can make objections, request changes and clarifications, which must be negotiated with the counterparty until both parties are satisfied. Usually, after completing this stage, the implementation process kicks off.

Equipping the institution with the latest technology

Being the leader in professional training and the only nationwide educational institution, SENATI has the responsibility to have the most advanced technology available in the market. To address this, SENATI contacts leading companies directly in their respective industries that are interested in positioning themselves in the Peruvian market.

Insights

- Initiatives of this scale require involvement of all areas and key actors of the TVET institution and of the companies.
- Once a Centre of Excellence is set up, constant follow-up is necessary and this can be facilitated by appointing a project leader for this task.
- The development of the project document between both parties is crucial. This document should include the approach, objectives, components, beneficiaries, terms, investment or valuation of contributions to the project, as well as other key information.

Next steps

SENATI continues to explore the latest technological advances and labour market trends. It also plans to encourage additional local and global technological partners to add to its growing list of Centres of Excellence.

Learn more

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