



Science For A Better Life



Peer Learning Activity on HIGHER LEVEL Dual Education

Bayer Pharma AG

29th – 30th September 2016, Sarah Leopold



Agenda

- Introduction
- Planning of learning process at the company to harmonise with the institutional curriculum
- Mentor training
- Practical training methods
- Quality assurance



Introduction - Company

- The Berlin (Germany) affiliate of Bayer AG
- Focus is on:
 - Scientific occupations: Chemical-, Pharmaceutical and Biology-Lab. assistants
 - Commercial occupations: Commercial Office assistants
 - Dual Study Program: Business Administration, Informatics, Engineering
- 2.000 Applicants for 90 positions per year
- Total Number of approx. 250 Trainees in Berlin (3.000 at Bayer in Germany)



Sarah Leopold

Commercial Vocational
Training Manager

Former Dual Student
(B.A.)

Business Psychologist
(M.A.)

Introduction - Legal Organisation of Study Program at Bayer



Academic Institution

Cooperation (contract)



Company

Matriculation

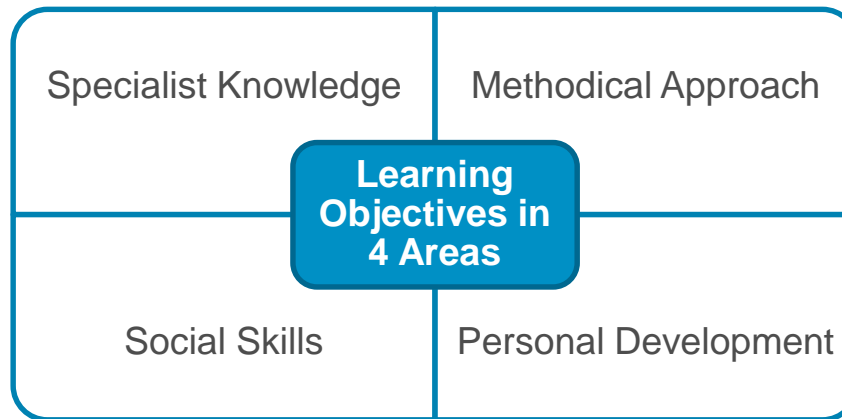
Training Contract

Student

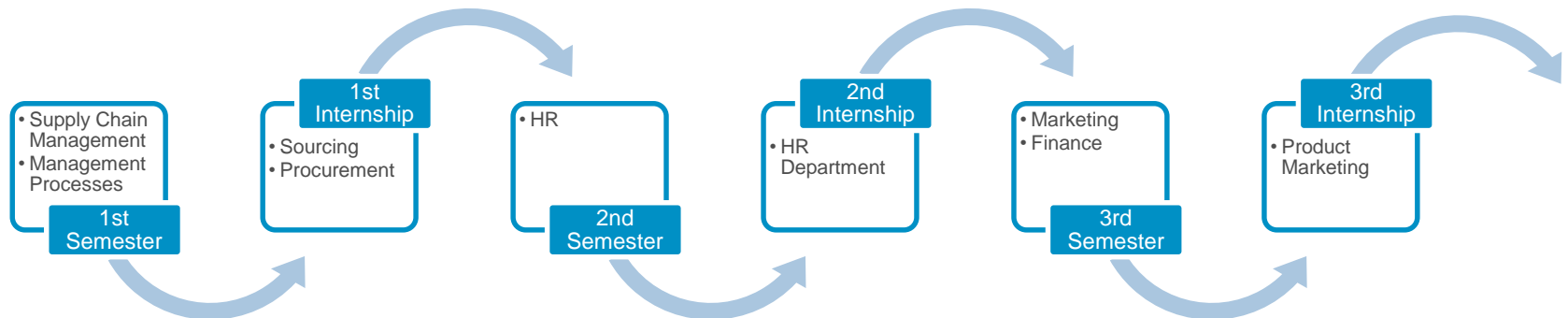
Planning of learning process at the company to harmonize with the institutional curriculum



Learning/ training Objectives



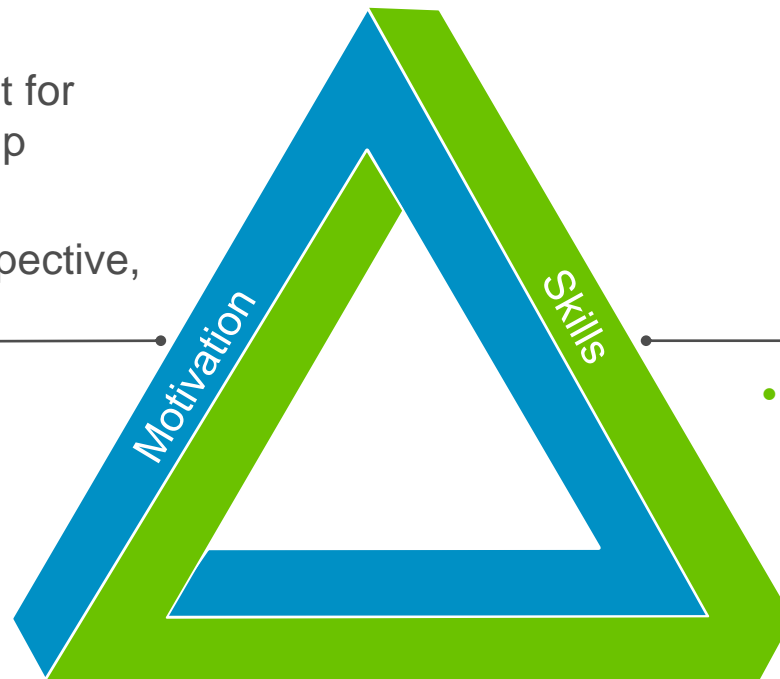
Curriculum Harmonization - Example



Mentor training – Choosing the right Person



- Willing to share experience and give insights
- Personal development for mentor (first leadership experience)
- Ability to change perspective, resilience



- Bachelor or higher degree
- Suitable departments

Long-term: Former Dual Students
Departments asking for internships

Mentor training – Training for Mentors



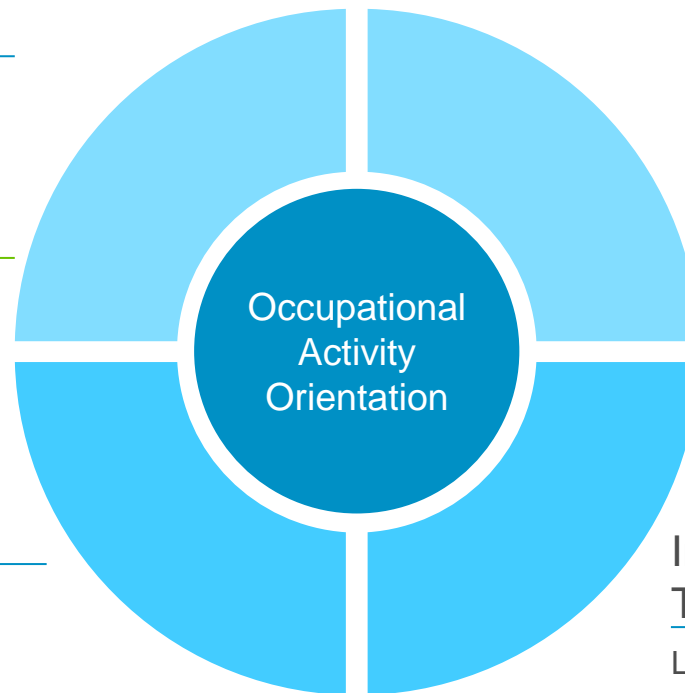
Practical training methods - Overview

Softskill Development

Team work
Presentation skills
Communication skills

Insights in various Departments & Topics

Basic and advance corporate functions
Internships abroad within subsidiaries



Internal Coaching System

Learning objectives in 4 areas
Feedback loops
Self-reflexion
Development dialogs

In-House Complementary Training

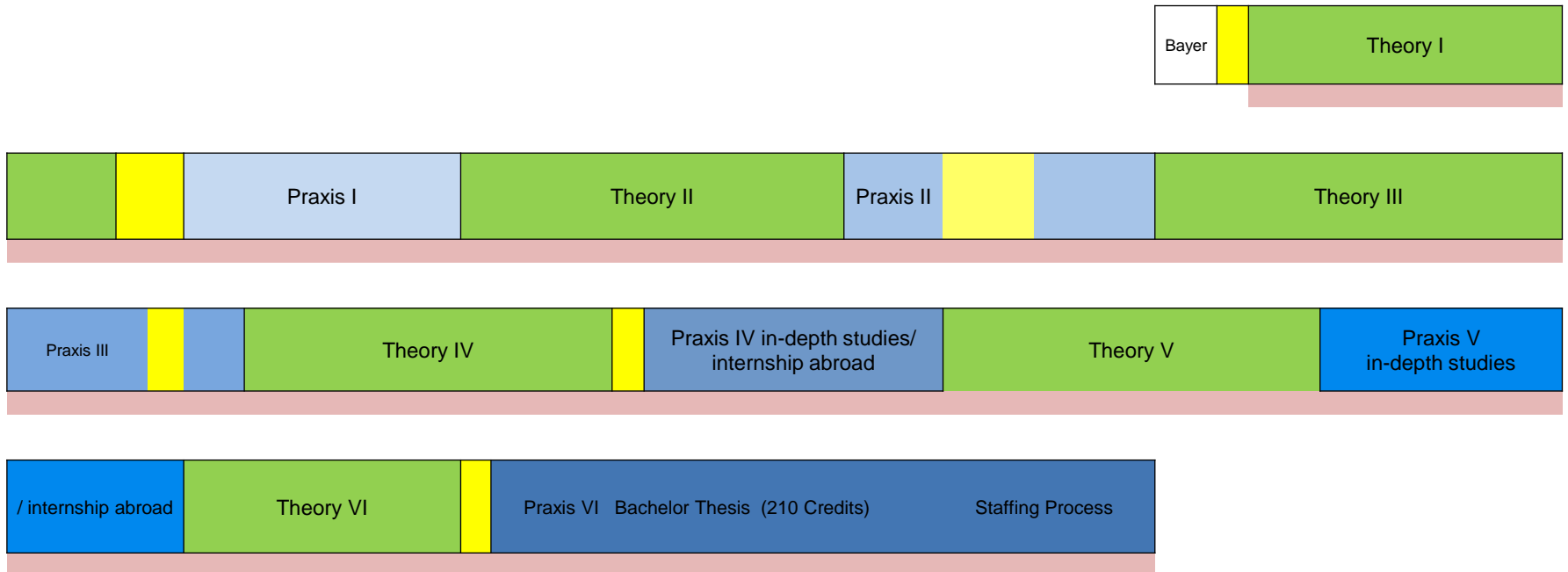
Language training
IT trainings
Pharmaceutical know-how

Practical training methods – Exemplary Timeline



1 2 3 4 5 6 7 8 9 10 11 12 14 15 16 17 18 19 20 21 22 24 25 26 27 28 29 30 31 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52

1.10.

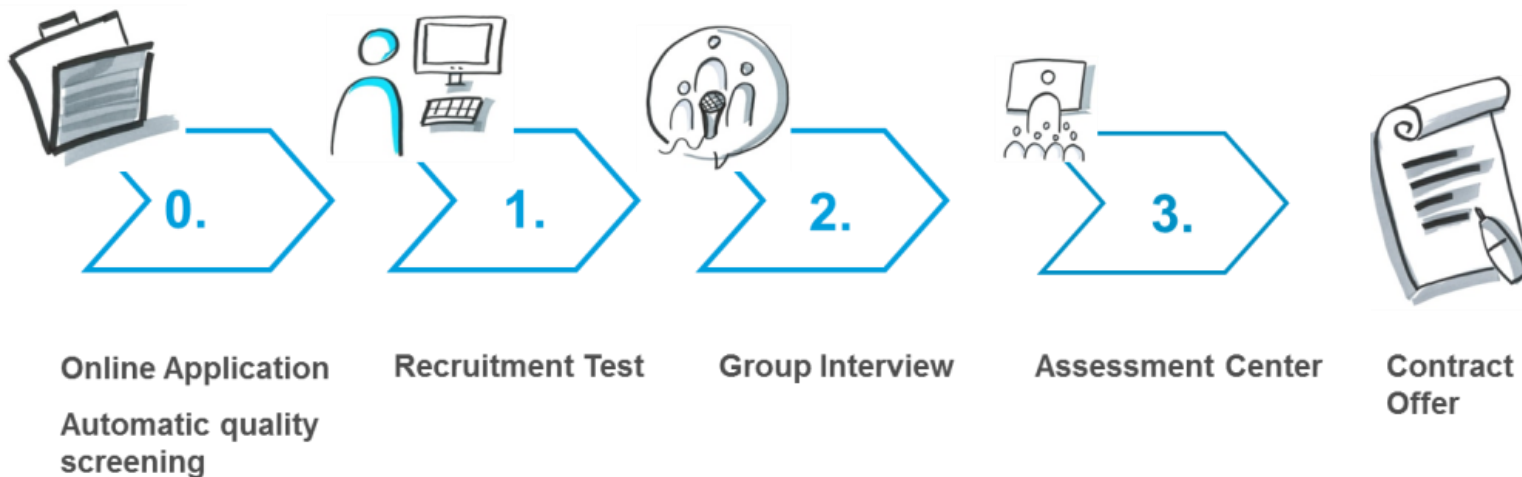


Language Training
 In-House Complementary Training

Quality assurance I

Recruiting Process

www.bayerpharma-azubi.de



Quality assurance II

Rating Sheet



Science For A Better Life

Name of student/year of education: last name, first name / 2009
 Faculty: Business Administration
 Time period: from 00 January 2012 to 00 January 2012
 Subsidiary: city, country
 Department: name of the department
 Supervisor: please specify all persons involved

Rating Criteria		1 = outstanding 2 = good 3 = satisfactory 4 = sufficient 5 = insufficient -- = missing value
Results		
	quality of work	--
	work load	--
	special project	--
	customer focus	--
Skills		
	IT - knows technological systems and operates effectively with them	--
	English	--
	product know-how	--
Managerial techniques / skills		
	conceptual skills (e.g. writing, creating documents, presentation skills)	--
	problem solving	--
	self-management	--
Intra- and interpersonal competencies		
	Self-esteem	--
	self-motivated	--
	responsibility / self-management	--
	participates as member of a team	--
	conflict management / resolution	--

Evaluation

Face2Face

SharePoint



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Thank you!