



2016 技職訓練計畫

2016 Vocational Training plan

MBTw Training Center
AS / TST Oct., 2015



Mercedes-Benz

2016 Vocational Training Program (MBTw & Dealer)

目的：培養各廠具潛力及優質的新進員工

Target : To develop well trained and potential new staff for the future

- 設定基本條件 / Prerequisites :

- 役畢 National service finished
- 學經歷：大學/技術學院專科畢業(建議至少1年汽車維修相關經驗), 或高中職畢業(建議至少2年汽車維修相關經驗) / Education & experience: senior or junior college graduated(1Y Auto experience recommended) , or vocational high school graduated (2Y Auto experience recommended)
- 英文：預期訓練後能自行讀 WIS... / English: expect who can read WIS... after training
- 畢業科系：汽車,機械,電機電子優先 /Automotive & Mechanical Eng. & Electrical Eng. Preferable.
- 對汽車修護工作有熱誠 /Has passion in car repair job.

- 選才優點 / Advantages of selection :

- 服務廠自己選擇適合條件的新進學員: 畢業學歷 (技術學院 or 專科), 工作經驗, 專業能力, 工作態度等 / Dealer can free select the suitable applicants: senior or junior college graduated, working experience, attitude...
- 各廠都可參加: 在地找人在地服務工作 / Every dealer can participate: recruit local people and retain after training.

14 個月-課程計畫 14 Months program

MBTw : 8 months training + Dealer : 6 months on the job training

- 課程內容 / Course content

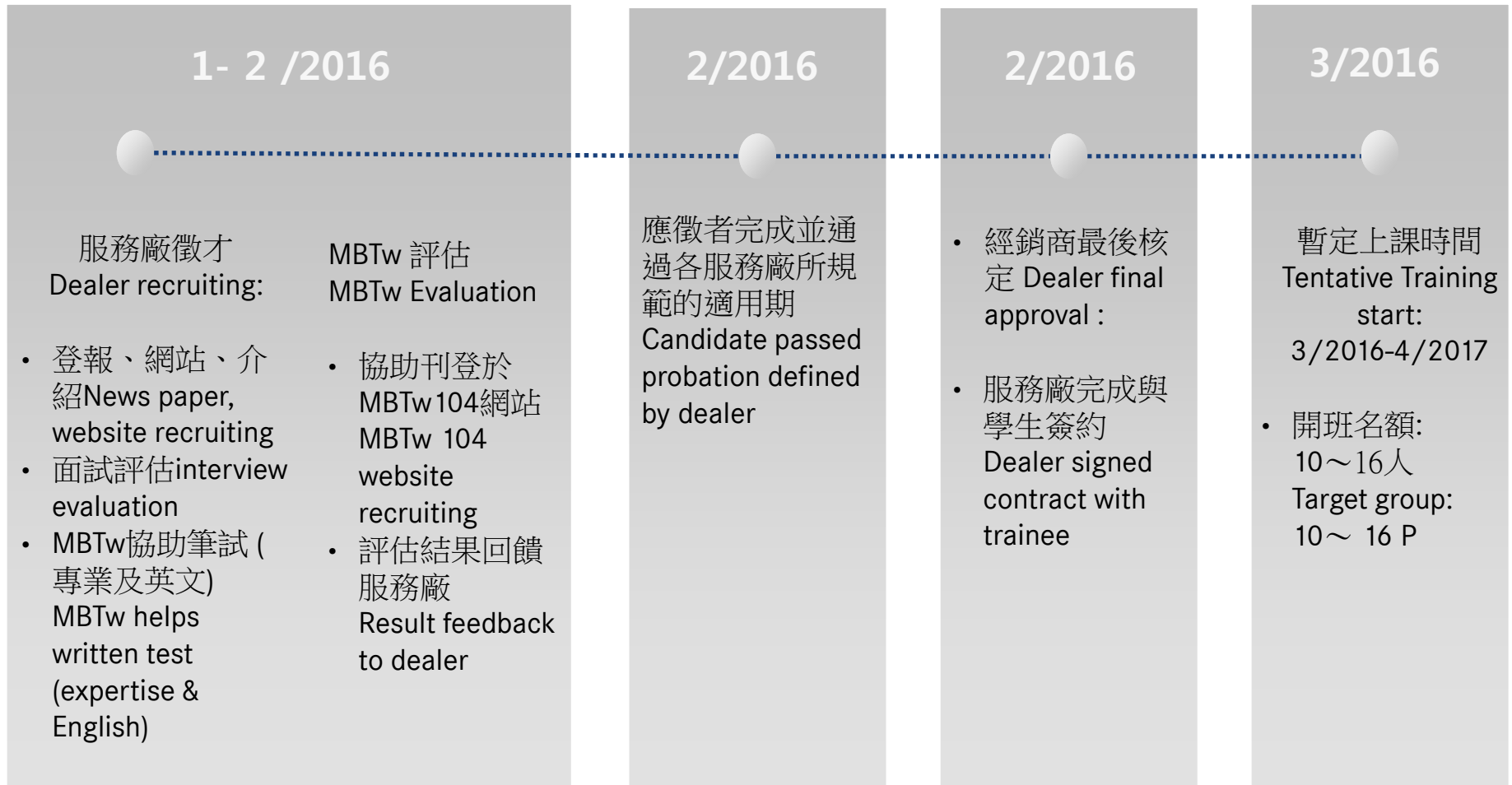
- MB汽車基本知識 / MB foundation knowledge
- MT保養技師課程 / MT (Maintenance Technician) modules
- ST系統技師MB 四大系統 / ST(System Technician) 4 cluster system modules
- 診斷基礎 / Diagnosis basic
- 實作練習 / Practicsl skills
- 全程加強英文 / Enhance English through whole program



結業取得資格：MT + ST 認證中 (ST課程已上完，但須參加ST認證考試)

Graduated as MT + ST in process (Training finished, but waiting for ST final test)

開班流程 From recruitment to training start



培訓預算評估 Training cost estimates

可能發生的費用 Possible cost:

- 經銷商付給台灣賓士Dealer To MBTw (以正常費用1/3收費 /one third of normal charge) : 8 months * 22 days * **NT1800 * 1/3 = NT 105600** (每人/ per person)
- 經銷商付給訓練生/ Dealer to Trainee allowance : NT 20100 * 14 months = NT 281400 (每人/ per person)
(中南區須住宿者多七千 additional room rental NT:7000 for central & southern trainee)
- 其他勞健保,人事等相關費用 Other insurance & HR related cost

可能節省的費用及時間 Possible saving :

- 結訓學員未來不需再次參加保養技師及系統技師認證課程 /Trainee has no need to attend MT&ST training program after VT program in future:
{ MT(7 days)+ST(24 days) } * NT1800 = NT\$55800
- | MT+ST 差旅費 /Accommodation and travel (20 nights * 2000) = NT40000
- 學員產能 (6個月在職訓練及不需參加保養及系統技師訓練) / Increase workshop productivity (6 months on the job training +no need to attend MT&ST program)

謝謝 / Thank you