

The knowledge, that does not amortize -

Interview with András Szűcs PhD

Injection moulding training has been organized several times by Cavity Eye. We talked with András Szűcs PhD about what the participants should expect, to whom this training can be beneficial, what new features can be expected and in general how can anyone profit from the training.

1. How did the idea to organise trainings come to you?

Actually, since 2004 we have been holding trainings, this means that we already trained more than 600 beginner and experienced machine setters and technologists. I think the trainings so far have been successful. I am not stating this based on my own feelings and opinion, we chose to continue because of the feedbacks we received. We held the events so far purposely with small numbers, which gave us the chance for interactive education. This might be the most important. We do not give only a general knowledge during the 5 days training but a real practice-oriented training. Every time there is a continuous interaction between the participants and the lecturer, which makes the training more effective. This way the participants can get to know each other's problems which helps to have open communication, and I think it gives a positive experience for the participants too. The idea of the workshop is a new initiative for Cavity Eye too. The participants of the training want even more practice. Our goal to create a heavily practice-oriented training method focused on one short topic, where the student performs each task and that way, after the course they will be able to apply it in their own field of work.

2. Why do you think the companies have difficulties to find the right professional?

It is not a simple task to set an injection moulding machine. While theoretical education is available in the country, the practice-oriented trainings are only available to a limited extent. The companies must ensure the recruitment of professionals on their own with internal trainings or with involving external lecturers. This phenomenon typical of the whole Hungarian industry, but it is elevated problem on some fields of plastic processing, including injection moulding. The machine setters use unbelievably expensive injection moulding machines and moulds, but in lot of cases their knowledge only can be acquired from a more experienced colleague (who are not lecturers and not necessarily open to give away their "secret" knowledge), which in long term may cause operational blindness. It is interesting that we dare to entrust unskilled people to operate the more than 100.000.000 Ft value equipment and expect the maximum from them. This has a price. There is a shortage of good machine setters In Hungary, and we can say it as consolation in the whole world.

With the development of technologies, the plastic materials, products, machines, accessories and technological process are becoming more complex. How can the productive companies preserve their competitive edge? In our experience one of the most effective way to improve is through the education of the employees.

3. For what kind of problems gives and does not give the Cavity Eye training a solution?

These days the standard of the trainings is often questionable. Plenty of tender and aid push people into the field of education, who should not be there. This might be the reason for the bad experiences with trainings. The programs of Cavity Eye trainings and workshops have professional foundation and have been developed based on practical experiences. More than 15 years of experience in teaching and development, and the more 600 people who completed our courses guarantee a quality in education which is – without exaggeration – unique in the market. Everybody can find the right course according to their needs from beginner to a professional with many years of experience. The participant can find the most suitable training program in each area, from the practical training of mould change to testing procedures used for improvements.

We do not promise to solve every problem immediately, but we are confident that after the training the participants will be able to improve independently on a professional basis and the team's problem-solving ability and willingness to cooperate will increase dramatically.

4. What is the difference between the traditional training and the workshop?

The fundamental difference between them are the duration and the topics of the passed on knowledge. Our basic course for injection moulding machine setters examines the injection moulding as a whole, covers the knowledge of the raw material, construction of moulds, operation of machines and of course the details of technological settings. This program is 5 days long, usually from 9 AM to 5 PM, and it consist of 10 x 90 minutes theoretical and 10 x 90 minutes practical activities.

The workshop system is built such a way that during that 2 days it allows to learn thematically, more deeply about each field, mostly through practice.

It is not a secret that our goal is that anybody who successfully completed our program to be able to use the tricks learned in practice the next day.

5. Who is expected to participate in Cavity Eye programs, who is the target audience?

For our courses and workshops, we are primarily expecting experienced machine setters, shift leaders, quality managers, project engineers, tool designers and makers, professionals who work daily with technological processes.

If the participants come from different fields, it makes possible for them to get to know each other's perspective better. Maybe it is familiar sight when a tool maker and a technologist try to communicate. Not understanding each other even in a case of a minor error can cause weeks of delay and serious financial loss. So, the success of the project might depend on if the professionals from different fields are capable to work together on a task.

6. What can the participants expect, what is structure of the training?

We organize our courses on the premises of our customers or at our training center in Kecskemét. The main topics and timeline of the trainings are available on our website. We start the training with an introduction, when we ask every participant why they are there, what kind of questions do they want to get an answer during the training. We write down these problems for ourselves in the very beginning, and we make sure to answer all the individual question and problems during the training. The lecturers are constantly answering the questions asked on the fly, we do not want for the training to have sense of school, we rather seek the common communication more for a constructive outcome.

7. Is a couple days long training really enough to improve the work of the participants, will they be able to profit from the achieved knowledge?

This mainly depends on exactly what is causing the difficulty for the person. But essentially my answer is yes. Somebody with experience but without professional academic qualifications is able to improve only to a limited extent. One day of training adds a lot to their knowledge and therefore to their problem-solving ability. Depending on the characteristics of the training we hold a written or practical exam, allowing the participants to leave with a certificate recognized in the industry, with good experience and knowledge.

Furthermore, the personal effect of our training for everybody who studied with us is that, they can immediately apply what they heard, and as my colleagues say, knowledge is not amortized. The professional growth, learning about new technologies is a lifelong task.

Starting this year we hold our training not only on external locations, but on our site in Kecskemét. In our own training room we have the opportunity to hold theoretical and practical training, so the programs planned for autumn be they basic training or workshop will be implemented here. It should not be forgotten, that avoiding a mould damage or a customer complaint brings back the cost of the training many times.

We are looking forward hearing from you!