



# EUROPEAN TRAINING FOUNDATION (ETF) 2023 SEMINAR

Turin, Italy – 11<sup>th</sup> October 2023

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WE GO BEYOND

# AGENDA

<b>14.00-14.30</b>	Transfer from hotel to venue	<i>By bus</i>
<b>14.30-14.40</b>	<ul style="list-style-type: none"><li>Iveco Group welcome message and program introduction (<i>M. Zerekli</i>)</li></ul>	<i>Industrial Village</i>
<b>14.40-15.15</b>	<ul style="list-style-type: none"><li>Iveco Group: from skills gap and innovation needs to the apprenticeship program (<i>F. Graglia</i>)</li><li>Master's program design (<i>M. Aimo-Boot; E. Spessa - Politecnico di Torino</i>)</li><li>Selection funnel and definition of participants (<i>A. Trincherio</i>)</li></ul>	<i>e-dome conference room</i>
<b>15.15-16.00</b>	<b>e-plant visit</b> <ul style="list-style-type: none"><li>Experience of the apprentice(s): activities, balancing work&amp;studies, relationship with tutor</li><li>In-company tutor: organisation of working time between learning and working, tools, supervision, liaison with University tutor, didactics, assessment.</li></ul>	<i>e- Plant (by bus)</i>
<b>16.00-16.30</b>	<b>Small panel and Q&amp;A session*</b> ( <i>A. Trincherio, E. De Prosperis, F. Cantone, I. Patnool, G. Silvestro; Moderator: L. Rustico-ETF</i> ) <ul style="list-style-type: none"><li>Challenges link to Master program: e.g. recognition of qualifications, etc.</li><li>Experience of graduate apprentice(s)</li><li>In case of residual time a walk around the Industrial Village could be arranged</li></ul>	<i>e-dome conference room</i>
<b>16.30</b>	Transfer from venue to hotel	<i>By bus</i>



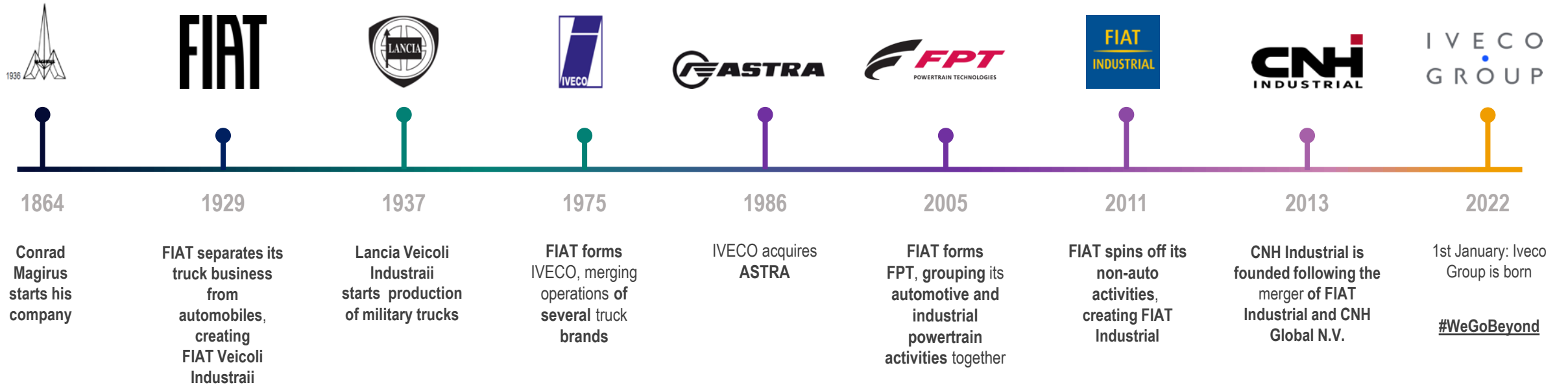
**WELCOME MESSAGE**

**Mirna Zerekli**

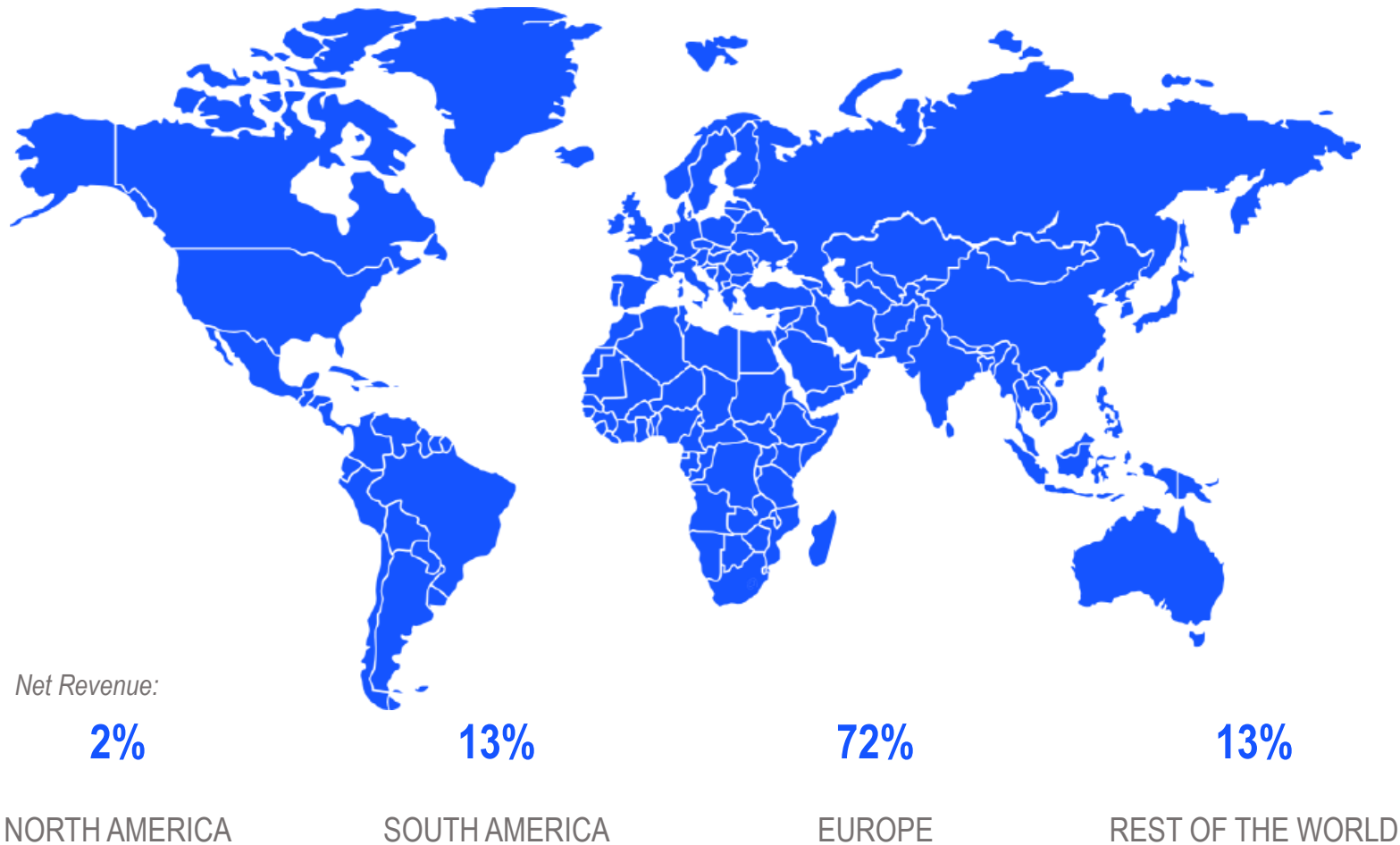
Talent Management

# OUR HISTORY

*Our heritage: the foundation for our future*



# KEY NUMBERS



8

*Brands*

20

*Industrial Sites*

29

*R&D Centres*

35,000 +

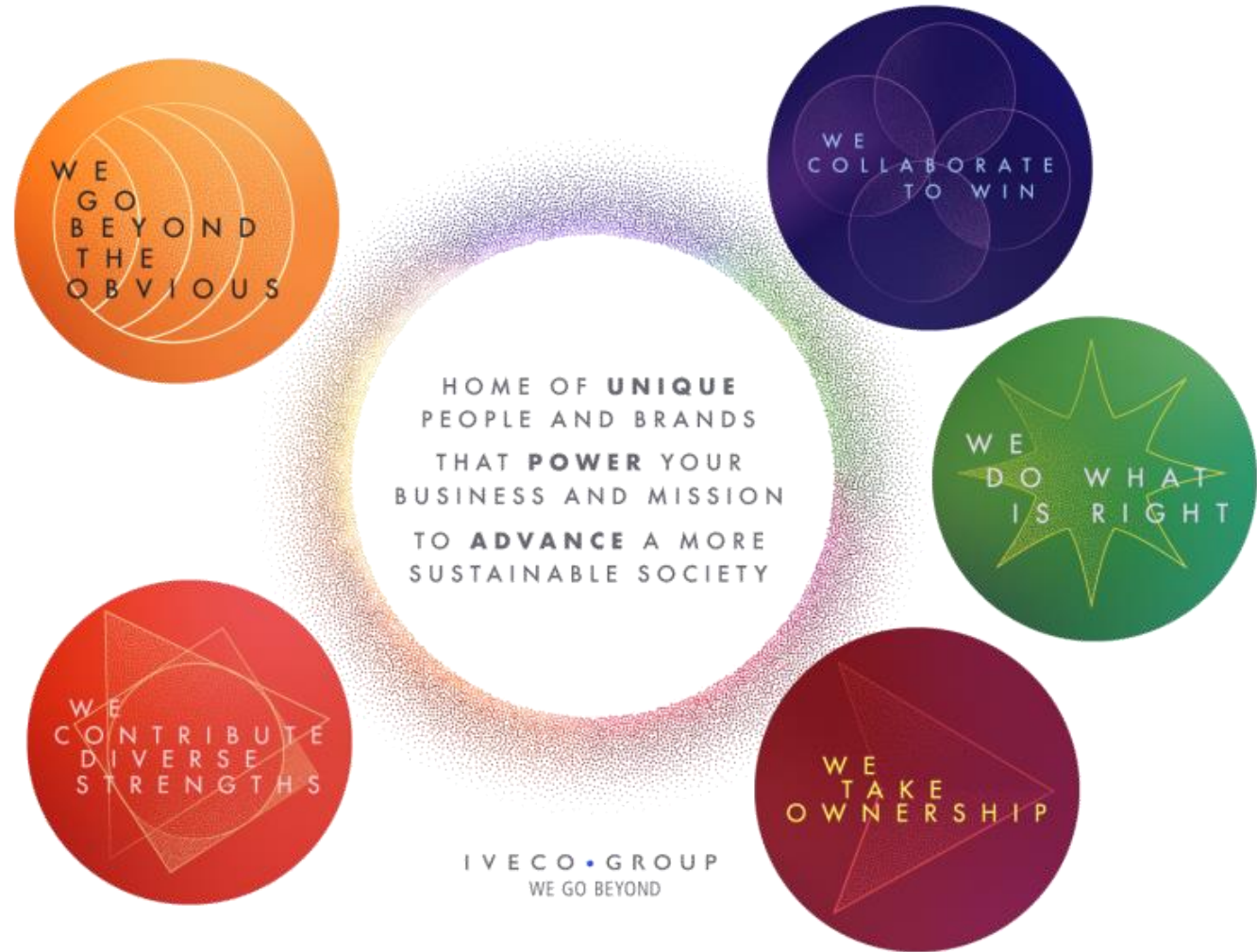
*Colleagues*

5,452

*Patents*

# OUR PURPOSE AND VALUES

Our **Purpose & Values** define who we are and guide the way we work





# MASTER'S PROGRAM DESIGN

Marco Aimo-Boot – Ezio Spessa

Master Coordinators

# MASTER IN DIGITALIZATION.....



Politecnico  
di Torino



Polito  
Master  
School

IVECO • GROUP

Master in Digitalization  
and Autonomous Commercial Vehicles  
for Carbon-Free Logistics



Cofinanziato  
dall'Unione europea



REGIONE  
PIEMONTE

IVECO  
CAPITAL

HEULIEZ

IVECO  
BUS

IVECO



IDV



MAGIRUS

IVECO • GROUP



# HOW TO BE SUCCESSFUL IN THE MASTER'S PROGRAM

*From the 1<sup>st</sup> edition graduation celebrations...*



# HOW TO BE SUCCESSFUL IN THE MASTER'S PROGRAM

... to the 2<sup>nd</sup> edition launch event



# MASTER IN DIGITALIZATION AND AUTONOMOUS COMMERCIAL VEHICLES FOR CARBON-FREE LOGISTICS

- 2<sup>ND</sup> LEVEL MASTER'S PROGRAM IN **DIGITALIZATION AND AUTONOMOUS COMMERCIAL VEHICLES FOR CARBON-FREE LOGISTICS**: ACADEMIC YEAR 2022/2024
- DURATION: **2 YEARS FOR A TOTAL OF 60 ECTS** (EUROPEAN CREDIT TRANSFER SYSTEM)
- NUMBER OF PARTICIPANTS: **18** (TARGET)
- **400 HOURS** OF COURSEWORK AT THE **POLITECNICO DI TORINO** CONDUCTED BY THEIR PROFESSORS
- **800 HOURS** OF PRACTICAL TRAINING: 200 HOURS OF COMPANY TRAINING AND 600 HOURS OF PROJECT WORK
- INTERMEDIATE ASSESSMENT AND FINAL PROJECT
- APPRENTICESHIP CONTRACT FOR **2 YEARS**



# MASTER IN DIGITALIZATION AND AUTONOMOUS COMMERCIAL VEHICLES FOR CARBON-FREE LOGISTICS

*Additional Information*



- The Master is funded by the Piedmont Region
- The funding covers Politecnico di Torino expenses
- Participants are hired with a 2-year apprenticeship contract
- In line with the Italian Law (CCSL) on Apprenticeships, after the 2-year apprenticeship, the Company is compelled to hire the 80% of the students with a permanent contract

# MASTER IN DIGITALIZATION AND AUTONOMOUS COMMERCIAL VEHICLES FOR CARBON-FREE LOGISTICS

## Key milestones



Cofinanziato dall'Unione europea

REGIONE PIEMONTE

Politecnico di Torino

Call for applications for the 2<sup>nd</sup> level Specializing Master's programme in "Digitalization and Autonomous Commercial Vehicles for a Carbon-Free Logistics"

Academic Year 2022/2023  
(Annex "A"- Rector's Decree)

# MASTER IN DIGITALIZATION AND AUTONOMOUS COMMERCIAL VEHICLES FOR CARBON-FREE LOGISTICS

*Management organisation*

**Company  
Coordinator**

**Marco Aimo-Boot**

**Academic  
Coordinator**

Prof. **Ezio Spessa** - *ENERGY Department (DENERG)*

**Scientific  
Committee**

Prof. **Ezio Spessa** - *ENERGY Department (DENERG)*

Prof. **Claudio Casetti** - *Department of Control and Computer Engineering (DAUIN)*

Prof. **Massimo Violante** - *Department of Control and Computer Engineering (DAUIN)*

# AIM OF THE MASTER'S PROGRAM

- The **Master's Program** will provide **training** for young graduate apprentices who will be hired by Iveco Group for IVECO and FPT Industrial. It aims to help students **develop skills** related to **innovative technologies** in the automotive sector, focussing on **autonomous driving** and **electrification technologies** for commercial vehicles.
- It also explores emerging technologies like artificial intelligence, automation, digitalization and big data, which are necessary for creating the framework for the new generation of fully automated and connected vehicles.
- Over the next decade, we need to fill a giant innovation gap to overcome the challenges posed by changes in our industry. Working together in **cross-disciplinary** and **cross-sector teams** with a **co-creation approach** will be a key to success.

# EDUCATIONAL TRAINING AT A GLANCE



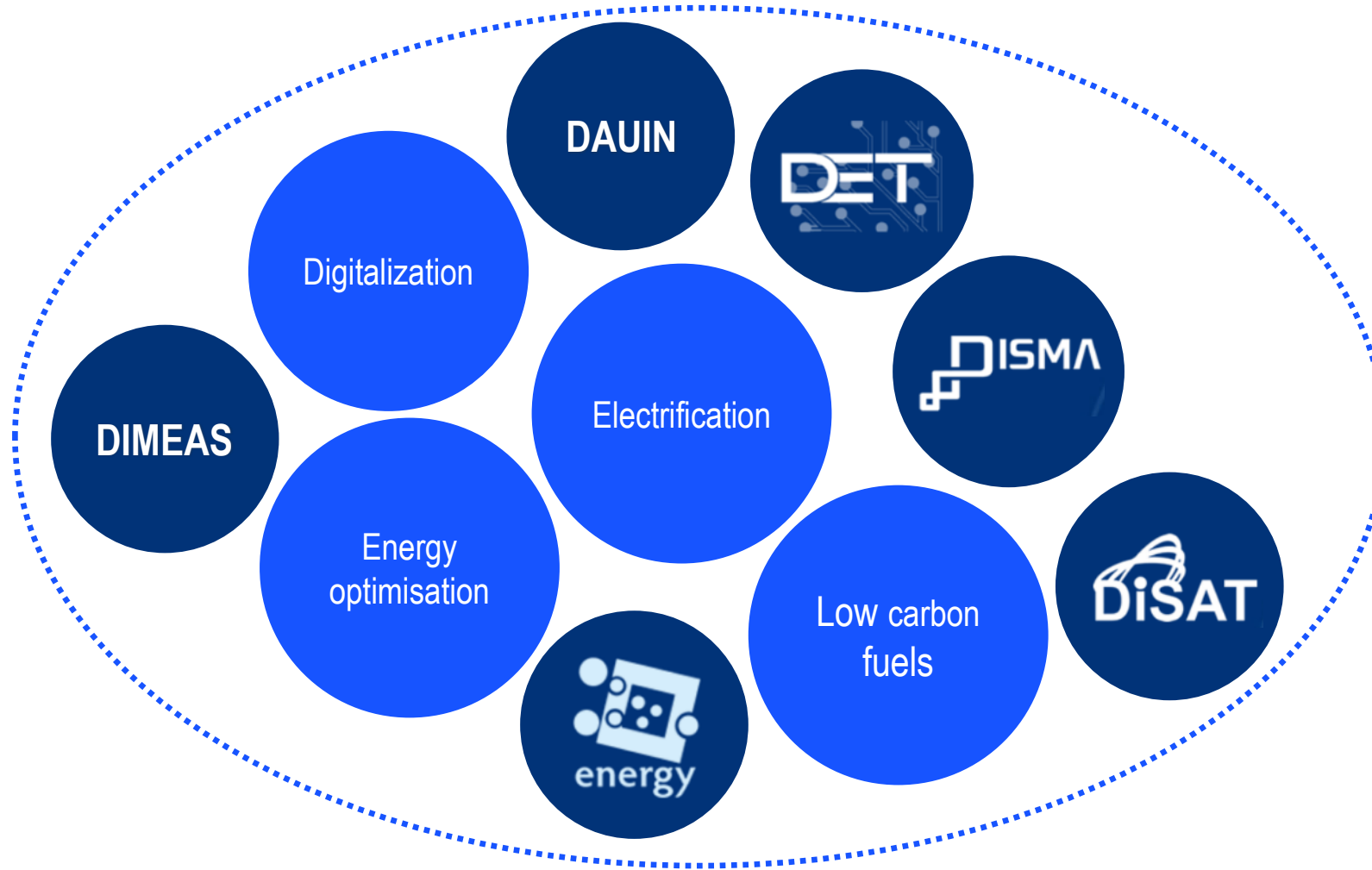
## CARS

Centre for Automotive Research and Sustainable mobility@PoliTO



## PEIC

Power Electronics Innovation Centre



## SmartData

Big Data and Data Science Laboratory

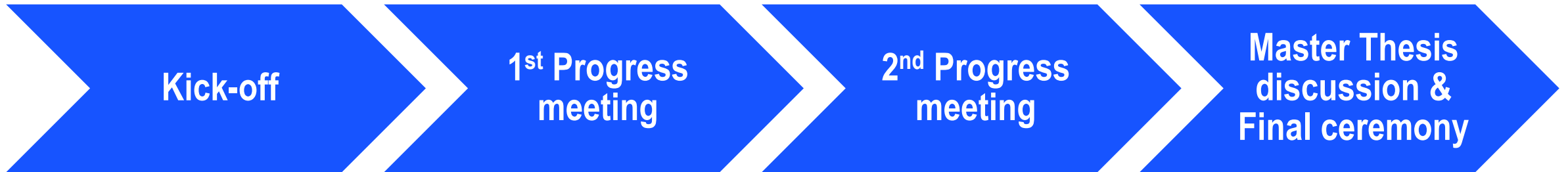


## Ec-L

Energy centre Lab



# PROJECT WORK



- Selection of PoliTo tutors
- Practical information

- Plenary meeting: all apprentices and tutors (PoliTo and Iveco Group)
- Each apprentice presents their activity and next steps
- Q&A

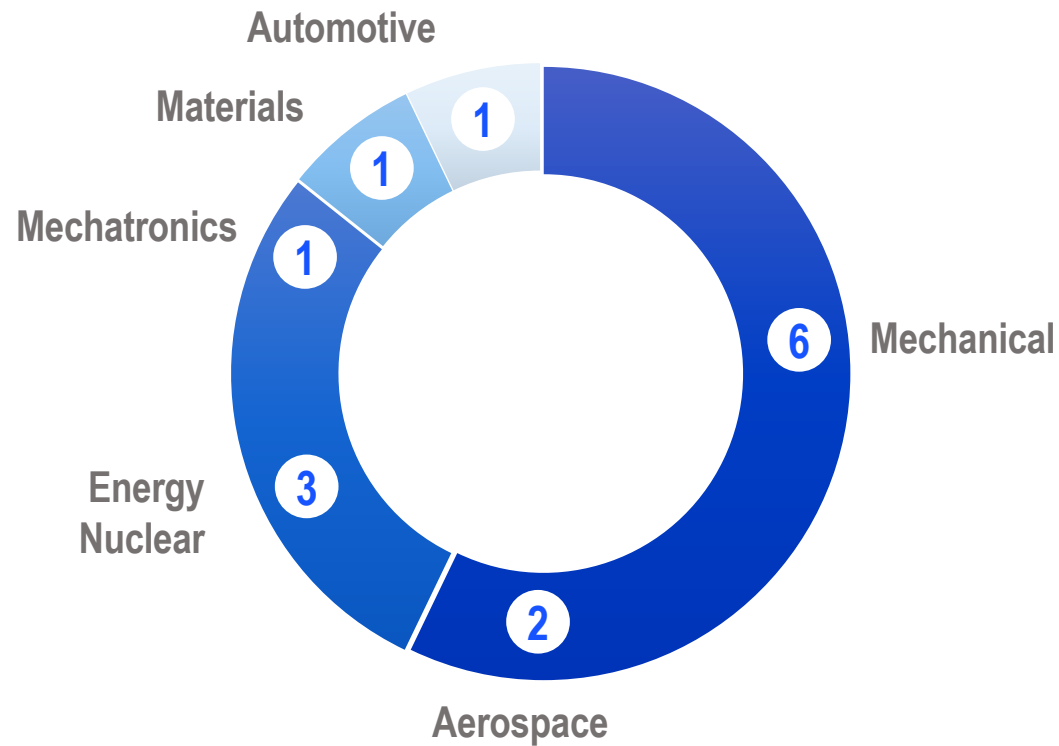
- Plenary meeting: all apprentices and tutors (PoliTo and Iveco Group)
- Each apprentice presents their activity and conclusions
- Q&A

- Discussions between apprentices and tutors
- Outcome: thesis evaluation

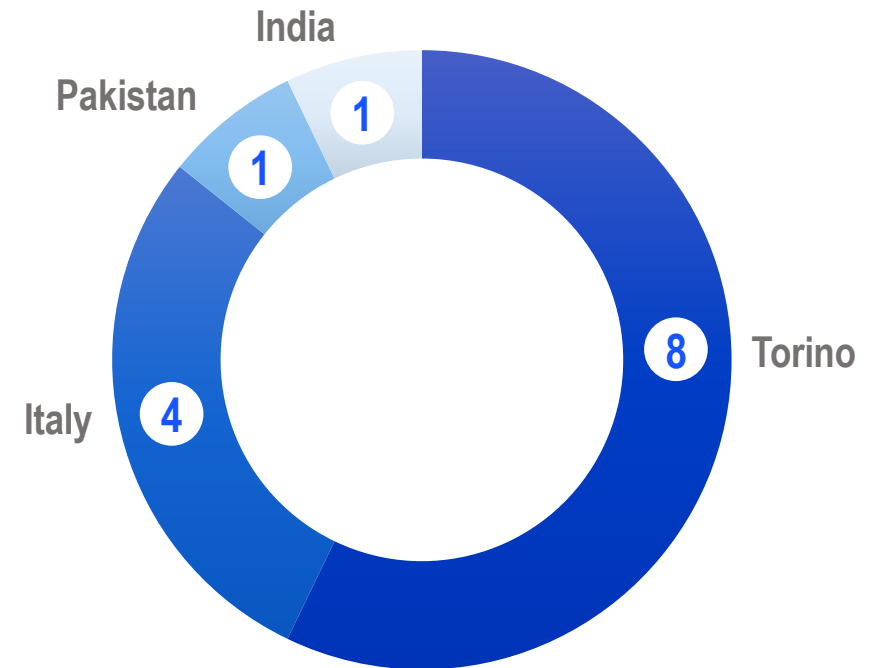
# APPRENTICE BACKGROUNDS

14 apprentices

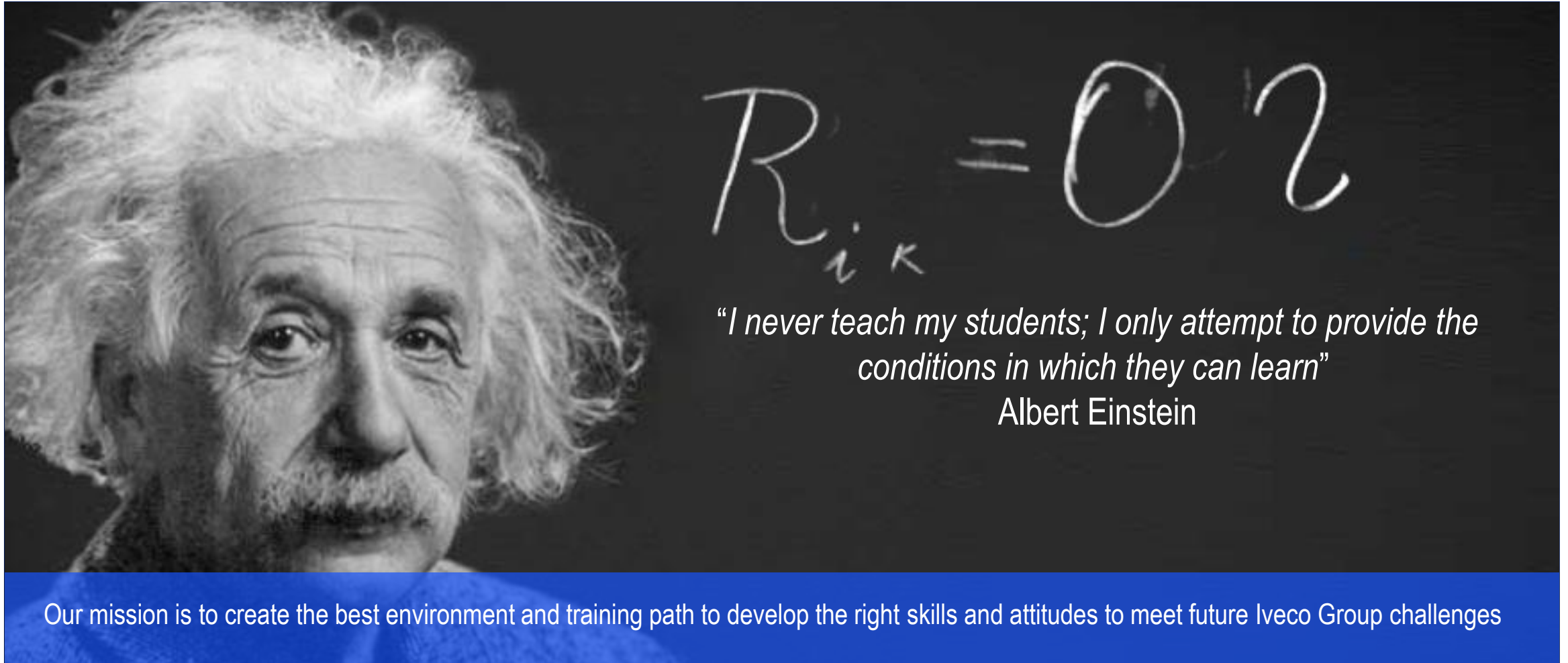
## What type of MSc?



## Where have they graduated?



# CONCLUSION





# CANDIDATE FUNNEL AND SELECTION

**Adriano Trincherro**

HR Technology & Digital

# 2<sup>nd</sup> LEVEL MASTER: SELECTION COMMITTEE



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Paris – München - Torino

**Admission criteria checks  
and pre-screening**  
DB of admissible candidates

**Key decision-making role** in  
the process. Project tutors and  
Human Resources

**Selection process and tools  
design**  
An active role in candidate  
selection and assessment

SELECTION COMMITTEE

PROCESS & MILESTONES

# 2<sup>nd</sup> LEVEL MASTER: SELECTION PROCESS STEPS

The **selection process** for the 2<sup>nd</sup> Level Master In Digitalization & Autonomous Commercial Vehicles For Carbon-Free Logistics has **three steps** for identifying **the best participants**

## Step 1

### CV SCREENING & ONLINE TESTS

- Basic skill set check
- analytical and engineering-sense thinking + knowledge of English)
- Candidates' first preference for job positions (data collection)

## Step 2

### ONLINE INDIVIDUAL INTERVIEW

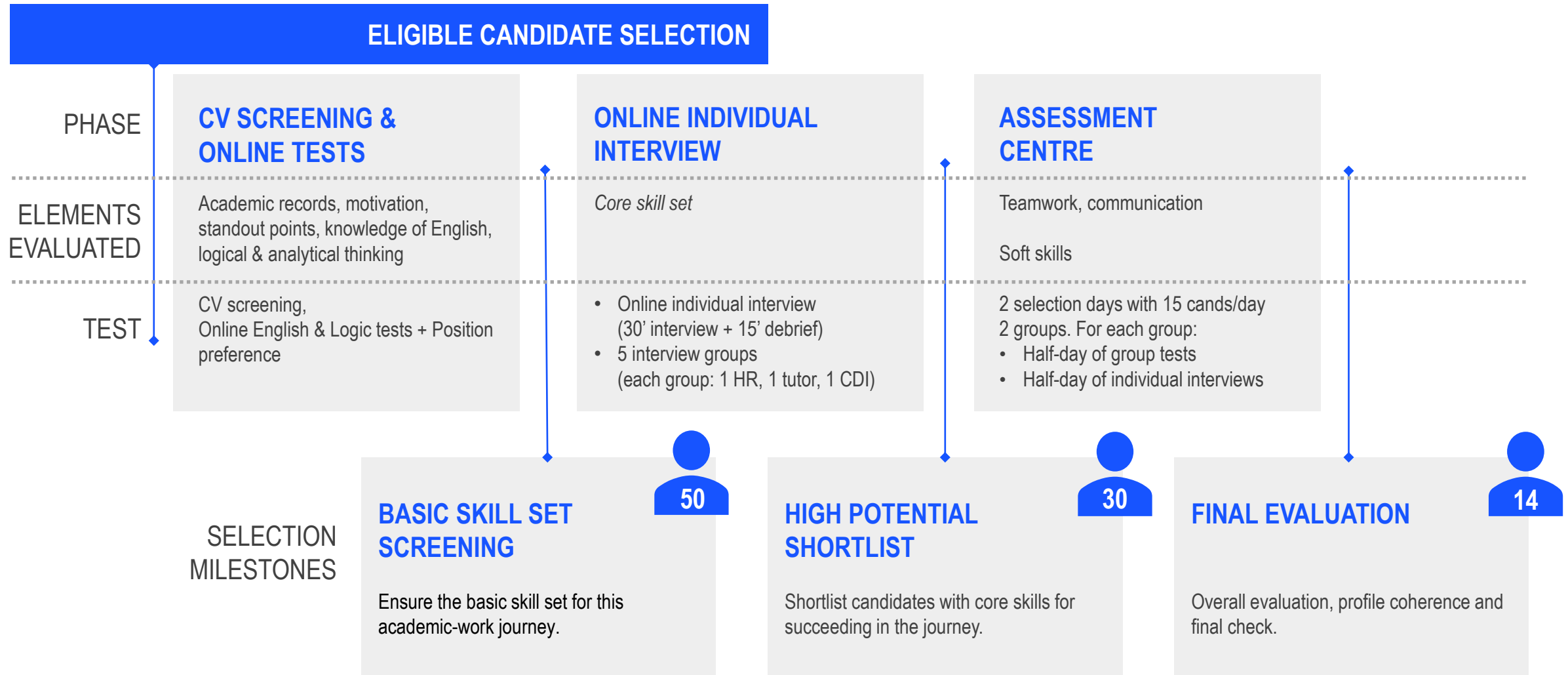
- 30-minute interview. (focus on soft skills)
- 15-minute Q&A about the Master and Iveco Group

## Step 3

### ASSESSMENT CENTRE

- Full day assessment at Iveco Group offices in Turin
- Group test + individual interviews

# 2<sup>nd</sup> LEVEL MASTER: SELECTION PROCESS BY MILESTONE



# 2<sup>nd</sup> LEVEL MASTER: IVECO GROUP PERSPECTIVE



24 Months of advanced training

Learning by doing experience

Talent acquisition

Company Upskilling





**THANK YOU**

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WE GO BEYOND