“A unique world-level dual training program oriented to increasing technical and entrepreneurial competences around Polymer Technologies”
The talent is a revolution for the next 20 years. People and knowledge will evolve in a way that recruiting the best People is already a key activity

Global Organizations need to have presence all over the world. And also the People and knowledge. The Program TEP allows Organizations to complement these People and knowledge strategies transferring Organizational Culture and habits to all their subsidiaries and production plants around the world

We are in contact with Universities, Colleges and other public and private Institutions in the most potential areas around the world, from where Participants have been coming last editions
VALUE PROPOSAL FOR THE COMPANY
Training program oriented to Talent Recruitment in order to give response to the Company’s global

4 TEP CONSECUTIVE EDITIONS

+40 PARTICIPANTS

8 NATIONALITIES

80% EMPLOYABILITY
"A unique world-level dual training program oriented to increasing technical and entrepreneurial competences around Polymer Technologies"
Doctors, Researchers, Engineers and high-level expert consultants provide specialized training about Polymer Technologies, Lean Methodologies and Entrepreneurship. The methodology used consists of masterclasses and workshops to put in practice the concepts learned into practice.

You will become an expert on these new sector technologies know-how, tools and methodologies.

As a necessary complement to Specialized Training, the Program TEP enriches Participants' professional experience through a stage in a leading Company. Since Companies have the need of professional personnel in their national and international plants, Program TEP can be a good opportunity to get a job.

All the participating Companies program a personal training-adjustment plan that place Participant's in their working environment, which translates into quick adaptation and better results.
The Program TEP is developed in a territory with a strong industrial and entrepreneurial culture. The Participants will find an appropriate environment to know different cultures, experiences, develop team learning and global mindset that satisfies the Participants concerns and reinforces the professional profile that Companies are looking for.

It is also a perfect opportunity to improve your languages!

**GLOBAL MINDSET**

**NO APPLICATION FEE**

Does talent have limits? Program TEP Participants do not have care for application fees, you just have to learn, contribute value during your Internship and live the experience. The Program also provides accommodation for International Participants in Lea-Artibai Technical School's Residence Hall.

We believe in the Program TEP, so the best way to let you do your best is to make you forget the costs. Just learn and enjoy it!
TEP PROGRAM OBJECTIVES
TEP Program trains Participants to:

- Develop their own professional career with a strong **technical background in Polymer Technologies**

- Write and develop projects for the **Polymeric Product Design, Injection Processes and Optimization of Polymeric Products**

- Define the necessary specifications of a production project or the improvements in the processes of the Supply Chain and implement them based on **Lean methodologies**

- **Promote Entrepreneurship and Innovation** with permanent identification of new business activities and opportunities for the Companies

- **Analyze and take decisions** related to the Organization's financial-economic aspects to implement changes, new products and new services

- **Live a professional experience responding to the needs of the Organizations** applying the knowledge and skills acquired during their training in a real environment

- **Acquire transversal competences** such as proactivity, team work, leadership, acceptance of new challenges and to be open-minded to carry out their professional activity in a global and delocalized environment
The Technology Entrepreneurship Program TEP is a three main blocks dual training carried out from OCTOBER to JUNE

**INITIAL THEORETICAL TRAINING**
2 MONTHS | 5 DAYS A WEEK

**COMPANY INTERNSHIP**
7 MONTHS | 4 DAYS A WEEK

**FRIDAY’S TEAM LEARNING**
7 MONTHS | 1 DAYS A WEEK
During the Initial Theoretical Training period, for 240 hours the Participants will acquire the necessary knowledge for their subsequent application in real Company Environment.

**When**
October-December

**How**
240 h | 08.00-14.00

**Where**
LEARTIKER TECHNOLOGY CENTRE

The Initial Theoretical Training starts the first week of October and finishes in December.

During this expert level classes, Participants will receive a theoretical-practical training to acquire professional skills concerning Polymer Technology and Entrepreneurship.

Theoretical classes combined with practices and workshops related with the topics worked about will be programmed.

Classes will be imparted from Monday to Friday from 8am to 14pm.

The Initial Theoretical Training will be imparted Program TEP facilities, where best experts of the sector will come to give their lessons.

We are located in Basque Country (Spain), in a region with a strong industrial and entrepreneurial culture thanks to all of the global organizations located around us.
## POLYMER TECHNOLOGIES

<table>
<thead>
<tr>
<th>TRAINING MODULES</th>
<th>240 h</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Polymeric Material Engineering</strong></td>
<td>Gain fundamental knowledge when considering polymeric materials, properties and performance/costs issues. This materials' knowledge will be combined with the types of tests most often used to characterize or identify polymeric materials. This knowledge will be very useful for other modules of the course, such as Polymeric product design, Injection molding or Rheology and simulation</td>
</tr>
<tr>
<td><strong>Polymeric Product Design</strong></td>
<td>Gain fundamental knowledge when considering materials, processes, shapes and performance/costs issues when designing new products (oriented to polymeric materials). This knowledge will be later combined with FEA tools as well as CAD software to develop plastic made components</td>
</tr>
<tr>
<td><strong>Injection Molding</strong></td>
<td>Gain fundamental knowledge concerning the injection molding process of thermoplastic and rubber (elastomeric) materials. This knowledge will be later combined with FEA tools (Moldflow)</td>
</tr>
<tr>
<td><strong>Computer Assisted Design</strong></td>
<td>Gain fundamental knowledge when designing a solid part using CAD tools (oriented to mechanical design), and generate a 2D drawing. This knowledge will be later combined with FEA tools</td>
</tr>
<tr>
<td><strong>Rheology and Finite Element Analysis</strong></td>
<td>Gain fundamental knowledge of the part of the science known as Rheology and its use for the simulation of flow of plastic parts in the mold. This module will benefit from the knowledge gained in the modules: Polymeric materials and Injection molding</td>
</tr>
<tr>
<td><strong>Structural Finite Element Analysis</strong></td>
<td>Gain basic working knowledge of using Ansys Workbench for static structural stress analysis of 3D solid models (oriented to polymeric material made components). It does not attempt to deal with other types of models or other capabilities of “Multiphysics” in Ansys Workbench</td>
</tr>
<tr>
<td><strong>Lean Methodologies</strong></td>
<td>Gain general knowledge about the production management model focus on the creation a continuous flow to deliver the maximum value to the Customer</td>
</tr>
</tbody>
</table>
# TRAINING MODULES

<table>
<thead>
<tr>
<th>LEAN MANUFACTURING</th>
<th>40 h</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Introduction to LEAN Management</strong></td>
<td>To gain fundamental knowledge about Lean manufacturing methodologies and how to apply them</td>
</tr>
<tr>
<td><strong>Value and waste, 5S’s and Short Range Interval</strong></td>
<td>To identify value and waste in a production line, apply 5S’s principles in a production cell and design short range interval methodologies</td>
</tr>
<tr>
<td><strong>Standardization and Quality</strong></td>
<td>To gain fundamental knowledge about standardization of a production cell and quality management</td>
</tr>
<tr>
<td><strong>Just In Time JIT</strong></td>
<td>To apply JIT methodologies to have a continuous flux in the production</td>
</tr>
<tr>
<td><strong>Values Stream Mapping VSM</strong></td>
<td>To use VSM methodology to identify all the process and implement improvements</td>
</tr>
<tr>
<td>TRAINING MODULES</td>
<td>ENTREPRENEURSHIP</td>
</tr>
<tr>
<td>------------------</td>
<td>------------------</td>
</tr>
<tr>
<td><strong>Strategy and Innovation</strong></td>
<td>Gain how a company designs and implements its Strategy, Strategic Plan, Business Model and Innovation Model. The session will be mainly based on learning by doing philosophy and so it will consist of a short theoretical part and a longer practical part.</td>
</tr>
<tr>
<td><strong>Market Research</strong></td>
<td>Gain the process of assessing the viability of a new good or service through research conducted directly with the consumer which allows a company to discover the target market and record opinions and other input from consumers regarding interest in the product.</td>
</tr>
<tr>
<td><strong>Competitive Intelligence</strong></td>
<td>Gain to understand and implement a technological surveillance and competitive intelligence system</td>
</tr>
<tr>
<td><strong>Feasibility Plan</strong></td>
<td>Gain some basic economical concepts and an analysis and evaluation of a proposed project to determine if it is technically feasible, is feasible within the estimated cost, and will be profitable</td>
</tr>
<tr>
<td><strong>Creativity</strong></td>
<td>Gain the dynamics and techniques, to get the general ideas of how to manage a creative dynamic</td>
</tr>
<tr>
<td><strong>Strategy and Innovation</strong></td>
<td>Gain how a company designs and implements its Strategy, Strategic Plan, Business Model and Innovation Model. The session will be mainly based on learning by doing philosophy and so it will consist of a short theoretical part and a longer practical part.</td>
</tr>
<tr>
<td><strong>Market Research</strong></td>
<td>Gain the process of assessing the viability of a new good or service through research conducted directly with the consumer which allows a company to discover the target market and record opinions and other input from consumers regarding interest in the product.</td>
</tr>
</tbody>
</table>
EXPERTS

AMAIA EGIA
CEO

PhD. AITOR ARRIAGA
POLYMERIC PRODUCT DESIGN

PhD. JON ANAKABE
INJECTION MOLDING

PhD. RIKARDO HERNANDEZ
POLYMERIC MATERIALS ENGINEERING

PhD. ALEX ARRILLAGA
COMPUTER ASSISTED DESIGN

PhD. MIKEL ISASI
FINITE ELEMENT ANALYSIS

PhD. ANE MIREN ZALDUA
MEDICAL DEVICES

JOSU GOIKOETXEA
INNOVATION MANAGEMENT
The period of Company Internship lasts 1,112 hours, representing 85% of the total duration of the program TEP and takes place between the months of January and June of each year.

1º OPTION
INDUSTRIAL INMERSION

Carry out an internship period in the company obtaining know-how on specific technologies or jobs, and implement in the company the acquired competencies during the training.

2º OPTION
R&D ACTIVITIES

Get your first job experience, learn tools and know-how related with R&D in polymers and get introduced to a polymer institute day by day through a 3 stage process.

3º OPTION
LAUNCHING YOUR OWN START-UP

Launch your own business idea and convert it in a company or work on the launching of a start-up proposal from LEARTIKER Strategic Innovation area.
Every Friday, from December until the end of TEP Program, the TEP Team will meet all together to perform team learning activities enriching their hard and soft and transversal skills.
TIMING & PHASES

**PUBLICATION OF TEP 4th EDITION SOUGHT PROFILES**
23rd April

**CONFIRMATION OF ACCEPTED PROFILES**
19th June

**CONFIRMATION OF SELECTED PROFILES**
20th July

**DEADLINE FOR APPLYING**
CV, MOTIVATION LETTER & SELECTED PREFERENTIAL SOUGHT PROFILE

**SELECTION PROCESS**
INTERVIEW WITH THE COMPANIES

15th June

9th July
DO YOU WANT TO FEEL THE EXPERIENCE? LIMITED PLACES!

To fill in your application for Program TEP 4th edition, you just need to contact us sending an email to coordinator@programtep.com

- We will publish the Sought Profiles for the Program TEP 4th edition on the 23rd of April

- We will ask you for your CV, Motivation Letter and selected preferential sought profiles until 15th of June

- After receiving your documents, we will inform you that you profile is accepted in the Program TEP on the 19th of June

- We will transmit companies the accepted profiles and they will make the selection process by their own until 9th of July

- Finally, on the 20th July, TEP team will inform which profiles will be part of the 4th generation of Program TEP
The conditions to apply for Technology Entrepreneurship Program TEP are the next ones:

- **Limited places**: Just 30 Participants will have the opportunity to be part of the TEP Team
- **Not to be more than 30 years old**
- **Be in possession of a Higher Degree or Bachelor Degree**, preferably in the following technical areas: Mechanics, Industrial, Design, Product, Process, Chemistry, Biomedical, ... Other profiles will be taken into account
- **Fluent English** language
- Your profile must **correspond to the needs apply for**
- **You must pass the two selection processes**: CV and company interview
This is what some of our Participants think about the TEP program:

**AIZETI BURGOA**  
TEP 2º EDITION APPLICANT | BASQUE COUNTRY

“I didn’t just learn theoretical aspect, we also had the opportunity to put into practice all the learned content during the internship and I could experience the reality of working in a company”

**AJAY VIJAY SURYANVANSHHI**  
TEP 2º EDITION APPLICANT | INDIA

“I strongly feel that TEP program offers a unique blend of domain knowledge in Polymer Technologies and Entrepreneurship and practical skillset development by means of industrial projects”

**EDUARDO MÁRQUEZ**  
TEP 2º EDITION APPLICANT | MEXICO

“Professors are well prepared and they make everything possible to explain themselves, tutors are very kind and they are always concerned about your commodity and they will help you if you need anything”
TEP bases its work on the establishment of a network of collaborations of international prestige Industrial Organizations
Feel free to contact us if you have any questions or comments

www.ProgramTEP.com
coordinator@programtep.com
+34 946 16 90 89
Xemein Etorbidea 12A, Markina-Xemein, Biscay (Spain)

And to stay up to date with the Program TEP updates, follow us!

Technology Entrepreneurship Program TEP @ProgramTEP
Technology Entrepreneurship Program TEP
Technology Entrepreneurship Program TEP