

## IIW Success Story / DVS-IIW Young Professionals

DVS – German Welding Society initiated a project promoting young engineers to take part in IIW Working Units and IIW International Conferences. This promotion of new blood shall safeguard the number of prospective experts for the next decades.

### Introduction

DVS has no fewer than 16,000 personal members and 3,000 companies and corporate bodies. DVS offers the platform for occupational and specialist contacts of a national and international kind in all fields of welding technology and its allied processes and cooperates with more than 2,000 specialists in more than 200 subject-oriented working bodies of the DVS Technical Committee (AfT).

But during the last decade, the number of personal members decreased from year to year and the average age of the personal members acting in the 81 DVS district branches and 14 state branches also increased. New blood was needed.

### Actions Taken

As one of the actions taken, DVS started, in 2009, the promotion of young professionals to offer the attendance at the 62<sup>nd</sup> IIW Annual Assembly and IIW International Conference in Singapore and to take part in the IIW Working Units. The young graduates were excited. They had the chance to expand their network of joining technology, to present and discuss their research papers in front of an international audience at an early stage of their careers and, last but not least, to improve their cross-cultural competence.

From 2010 to 2012, DVS identified 6 future projects to keep DVS prepared for future challenges. 3 out of 6 future projects covered the issue of the promotion of young people (pupils, welders, students and graduates).



DVS-IIW Young Professional  
André Hälsig in Chennai in 2011

As one part of the DVS future project “Young Professionals”, there was still the promotion of IIW Young Professionals. So in 2010 again, 26 graduates from 13 institutes attended the 63<sup>rd</sup> Annual Assembly in Istanbul, Turkey. At the request of DVS, a reduced registration fee for young professionals was introduced at IIW. The young professionals presented 25 papers in the different IIW Working Units and 3 at the International Conference. 5 papers were proposed for publication in “Welding in the World”. Again in 2011, 23 young professionals attended the 64<sup>th</sup> IIW Annual Assembly and International Conference in Chennai, India. Some of the papers presented in 11 different Working Units were again proposed for publication in “Welding in the World”.

In 2012, DVS will promote 32 young professionals to join the 65<sup>th</sup> Annual Assembly in Denver, USA and, in 2013, DVS will hopefully have promoted more than 100 young professionals since the beginning in 2009.

### DVS Promotion Programme

To receive the promotion of DVS, the young professionals need a recommendation to present a paper from their employer or director of the institute. It is one criterion to present a paper either during the IIW Working Units or at the IIW International Conference if possible. Before their first attendance at an IIW Annual Assembly, they must be at an age of less than 35 years, not have a doctoral degree and have at most 2 years of experience in industry. An institute is only allowed to recommend a maximum of 3 young professionals. Of course, a DVS membership is required for each young professional. After the event, it is mandatory to write a travel report.

To strengthen the relationship of the young professionals to IIW and DVS, it should be possible for each person to attend the IIW Annual Assembly over a period of 3 to 4 years.

For each young professional, DVS generally sponsors 1,500 Euros per IIW Annual Assembly which covers approximately half of the costs of visiting an IIW Annual Assembly outside Germany. But it makes it easier for universities and industry to send their employees.

DVS also provides a meeting before the IIW Annual Assembly every year to instruct the attendees of the fundamentals of IIW and DVS, to discuss the schedule during an IIW week and to give hints for travel preparation et cetera. On Tuesday evenings during the weeks of the Annual Assemblies, DVS

organises a get-together where these young professionals can meet each other and strengthen the national network as well.

Beside the promotion of IIW Young Professionals, DVS also offers the following events:

- Workshops for students at well-known companies related to joining, cutting and surfacing in Germany. Students want to have a feeling of how work is done in specific companies. Companies also have an interest in presenting themselves and in getting in touch with prospective employees.
- Student congresses at the DVS Annual Assembly with prizes of up to 500 Euros for the winners with the best presentations. The judging panel, the master of ceremonies and the programme committee consist of students and the presentations are also made by students.
- Since 2010, DVS has successfully initiated the composition of DVS student groups at universities in cooperation with the DVS district branches. At the moment, almost 10 DVS student groups have been established.
- In the near future, DVS would like to establish an internet platform to offer international vacancies, work experience, study papers and exchange programmes.



DVS-IIW Young Professional  
Julia Zähr in Chennai in 2011

## Results

The advantages for the promoted young professionals and for IIW and DVS are multifaceted. The national and international networks of joining technologies grow stronger and get new blood.

The comments from the travel reports of the young professionals show the following advantages in particular. The young engineers have the opportunity to meet national and international experts and to get the experience of presenting and discussing their papers in a foreign language in front of an international audience at an early stage of their careers. The social events at an IIW Annual Assembly give the opportunity to intensify the contacts to other experts in a relaxed atmosphere and to build up new cooperation measures. The various Working Unit meetings give a wide overview of other fields of joining too and can be a basis for new ideas in their specific research fields. They meet in person those experts whom they previously knew only from their publications and books and they get to know foreign cultures and increase cross-cultural competence which is an important basis for future business.



DVS-IIW Young Professionals in Istanbul in 2010

At the 66<sup>th</sup> IIW Annual Assembly in Essen in 2013, DVS will have promoted approximately more than 100 young professionals since the beginning in 2009. Current developments show that some “senior” young professionals continue the work at IIW and also on the DVS Technical Committee and encourage the next generation of young engineers to join the IIW world. Some IIW Young Professionals initiated or supported DVS student groups at universities. During 2011, the number of personal DVS members increased by more than 500 new DVS members.

Christoph Esser-Ayertey, April 11, 2012