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Spanish apprentices master final exam Southern Europe apprenticeship initiative a success

26 March 2018
PI 10488 RB Rf/Sekr

- ▶ Thirty graduates decide to start working for Bosch right away
- ▶ Successful integration through intercultural support and language courses
- ▶ Christoph Kübel, Bosch director of industrial relations: “Accredited vocational training improves employment opportunities”
- ▶ “Prepare for the future” – educational project for school and university students in Italy and Spain

Stuttgart, Germany – The brand-new mechatronics engineers Marc del Arco Jassans and Juan Manual Cañadas Torres proudly hold their IHK certificates in their hands. After three years in Germany, they have finally succeeded. They are two of 38 young men and women from Spain who have successfully completed their apprenticeships at Bosch in Germany. In 2013, Bosch launched the southern Europe apprenticeship initiative to help combat high youth unemployment in the region by making additional apprenticeships available. “Accredited vocational training improves employment opportunities for many young men and women. Without sound qualifications, it’s difficult to launch a career,” says Christoph Kübel, member of the board of management and director of industrial relations. “We have all been inspired by the great personal commitment demonstrated by these young people from Spain.” Thirty of the former apprentices have decided to begin working for Bosch in Germany or Spain, while eight have decided to study or return home.

“Because we’ve had such a great experience, we have decided to extend our initiative with a second cohort, as youth unemployment in southern Europe is still high,” Kübel says. In Spain, for example, the youth unemployment rate is 36 percent. For the second round, Bosch has created an additional 75 apprenticeships.

Successful integration – a foreign country becomes a second home

It was with curiosity and excitement that 45 young people began preparing for an apprenticeship at Bosch in Germany in 2013. For them, it was a foreign country,

far away from the social environment they were used to. They were all united by a common goal: “To learn something fun that provides good prospects,” Juan Manuel Cañadas Torres says. Before they started their apprenticeships, the young people took part in language training in Spain lasting several months and completed an internship in Germany. “The intercultural support, language courses, and mentoring from certified trainers and social workers during the apprenticeship are key factors in the success of the program,” Siegfried Czock, in charge of occupational training and continuing professional development in Germany, says. “This provides the young people with security and helps them to integrate into their social environment.”

“Prepare for the future” – creating prospects where they do not exist

“Prepare for the future” is another project aimed at providing young people with good career prospects. School and university students receive insights into the working world, and get to know more about potential job profiles and professional requirements. Bosch launched the “Prepare for the future” regional education project in Italy in 2015. In 2017, Bosch associates visited 340 schools, reaching 68,000 students. The feedback was so positive that, in 2017, Bosch began offering the education project in Spain as well. In 2017, Bosch was able to reach around 1,500 students during events at ten schools.

Press photo: #694576, #694577, #694578, #694587, #694588, #1356920

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The Bosch Group is a leading global supplier of technology and services. It employs roughly 400,500 associates worldwide (as of 12/31/2017). According to preliminary figures, the company generated sales of 78 billion euros in 2017. Its operations are divided into four business sectors: Mobility Solutions, Industrial Technology, Consumer Goods, and Energy and Building Technology. As a leading IoT company, Bosch offers innovative solutions for smart homes, smart cities, connected mobility, and connected industry. It uses its expertise in sensor technology, software, and services, as well as its own IoT cloud, to offer its customers connected, cross-domain solutions from a single source. The Bosch Group’s strategic objective is to create solutions for a connected life. Bosch improves quality of life worldwide with products and services that are innovative and spark enthusiasm. In short, Bosch creates technology that is “Invented for life.” The Bosch Group comprises Robert Bosch GmbH and its roughly 440 subsidiaries and regional companies in some 60 countries. Including sales and service partners, Bosch’s global manufacturing and sales network covers nearly every country in the world. The basis for the company’s future growth is its innovative strength. At 125 locations across the globe, Bosch employs 62,500 associates in research and development.

The company was set up in Stuttgart in 1886 by Robert Bosch (1861-1942) as “Workshop for Precision Mechanics and Electrical Engineering.” The special ownership structure of Robert Bosch GmbH guarantees the entrepreneurial freedom of the Bosch Group, making it possible for the company to plan over the long term and to undertake significant up-front investments in the safeguarding of its future. Ninety-two percent of the share capital of Robert Bosch GmbH is held by Robert Bosch Stiftung GmbH, a charitable foundation. The majority of voting rights are held by Robert Bosch Industrietreuhand KG, an industrial trust. The entrepreneurial ownership

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More information at www.bosch.com, www.iot.bosch.com, www.bosch-presse.de, www.twitter.com/BoschPresse.



Combating youth unemployment **Bosch continues southern Europe apprenticeship initiative** Additional projects in Italy and Spain

May 10, 2016

PI 9240 RB MK/BT

- ▶ Bosch creates 75 new vocational training opportunities for young people from Italy and Spain: 50 in Germany, 15 in Spain, 10 in Italy
- ▶ New “Prepare for the future” project reaches 40,000 school students in Italy
- ▶ Christoph Kübel, director of industrial relations: “Occupational training concept with intercultural assistance has proved successful.”

Stuttgart, Germany – Bosch is once again creating 75 vocational training opportunities for young people from Italy and Spain to help combat the high level of youth unemployment in these countries. By doing so, the supplier of technology and services is continuing its southern Europe apprenticeship initiative with a new year of apprenticeships. In 2014, Bosch created 100 additional apprenticeships for young men and women from Italy, Portugal, and Spain. “Our occupational training concept with strong intercultural assistance has proved successful. We remain committed to this initiative, as youth unemployment remains very high, especially in Italy and Spain,” said Christoph Kübel, member of the board of management and director of industrial relations at Robert Bosch GmbH. Qualified vocational training significantly improves young people’s job prospects, Kübel added. Of the apprenticeships Bosch is offering, 50 are in Germany, 15 are in Spain, and 10 are in Italy. The positions in Germany are for Spanish apprentices, as youth unemployment is particularly high in Spain. Bosch also has greater training capacities in Germany than in Spain. Here the apprentices can earn qualifications for the Spanish labor market starting in fall 2017. Bosch is also involved in vocational training projects in Italy and Spain to prepare young people for the demands of working life. In total, Bosch is making a total of 175 additional apprenticeships and around 14 million euros available to combat youth unemployment in southern Europe.

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Positive results so far – success factors for integration

Twenty months into the program, the Spanish apprentices from the first round in Germany have completed the first part of their exams in professions such as mechatronics engineer or industrial mechanic. Like their fellow German apprentices, they have completed the practical and theoretical portions in German. “The results of the exams reaffirm the design of our apprenticeship program. In the practical portion, they are on par with German apprentices, whereas the language remains a particular challenge in the written theoretical portion,” says Siegfried Czock, the head of occupational and professional training at Bosch in Germany. The trainers are confident that the young Spaniards will pass the final exams after three and a half years. “Completing your occupational training in a different country with a foreign language and culture is a big step,” says Ana Maria San Andres Gonzalez, who comes from near Madrid, Spain. She is training to be a mechatronics engineer at the Bosch location in Stuttgart-Feuerbach. “That’s why it’s important to me to also find my way outside of work and feel at ease. My trainers, colleagues, and vocational school teachers support me in this every day.”

Bosch supports the apprentices with language courses, professional mentors, and social-educational supervision. “Teaching language skills is pivotal to learning and to successful integration. Intercultural training and constant supervision by qualified trainers are the key to successful occupational training abroad,” Czock says, summing up the success factors. In comparable projects throughout Germany, the average drop-out rate is around 40 percent. At Bosch, 40 of the original 45 participants are still in the program.

Prepare for the future – new occupational training project in Italy and Spain

To prepare school and college students for the demands of their future careers, Bosch has launched two new educational projects in Italy and Spain. The “Prepare for the future” project gives school students a first glimpse into the working world and potential career profiles. In Italy, the project already reached more than 40,000 students at around 200 schools in its first year. On account of the positive feedback, Bosch will also start offering “Prepare for the future” in Spain this year. In another project, the supplier of technology and services is adapting elements of the German dual education system to the situation in Italy. In the first year, Bosch placed more than 100 participants in training and apprenticeship programs at Bosch locations or with customers. Numerous partners – such as regional governments, non-profit organizations, and companies – are supporting the projects.

Leveraging experience to support the integration of refugees

Bosch is also contributing its experience with the apprenticeship initiative to support the integration of refugees. This year, Bosch's refugee-focused offerings include some 400 internships at roughly 30 locations. The goal is to work with vocational training departments to help refugees prepare for the job market or an apprenticeship. The company first teaches the responsible trainers intercultural skills. Kübel: "From our apprenticeship initiative, we know that intercultural assistance, along with learning the language quickly, is important for refugees' integration. This is particularly true for young people who are on their own for the first time." The Bosch locations are also making unused property and company-owned housing available for refugee accommodation, in addition to supporting local initiatives with non-cash donations. In addition, the company and its associates together raised 820,000 euros which will be used to finance more than 100 refugee aid projects, all of which were proposed by Bosch associates.

Additional information:

[Apprenticeship initiative in southern Europe](#)

[Study: youth unemployment in Europe](#)

[Youth unemployment rates in the EU](#)

[Video portrait: Bosch apprentice Christian Sánchez Aranda.](#)

Press photo: 1-PE-19234, 1-PE-22184, 1-PE-22185, 1-PE-22186,
1-PE-22262-d

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The Bosch Group is a leading global supplier of technology and services. It employs roughly 375,000 associates worldwide (as of December 31, 2015). The company generated sales of 70.6 billion euros in 2015. Its operations are divided into four business sectors: Mobility Solutions, Industrial Technology, Consumer Goods, and Energy and Building Technology. The Bosch Group comprises Robert Bosch GmbH and its roughly 440 subsidiaries and regional companies in some 60 countries. Including sales and service partners, Bosch's global manufacturing and sales network covers some 150 countries. The basis for the company's future growth is its innovative strength. Bosch employs 55,800 associates in research and development at roughly 118 locations across the globe. The Bosch Group's strategic objective is to deliver innovations for a connected life. Bosch improves quality of life worldwide with products and services that are innovative and spark enthusiasm. In short, Bosch creates technology that is "Invented for life."

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Initiative against youth unemployment **Bosch: Young Spaniards to begin apprenticeships in Germany**

May 28, 2014
PI 8585 RB Ka/af

- ▶ Commitment to occupational training kick-starts careers
- ▶ Director of industrial relations: “Each apprenticeship helps young people”
- ▶ Bosch associates become mentors for apprentices

Stuttgart – 50 young adults from Spain are to start out on vocational training courses at Bosch in Germany. In providing this training, the supplier of technology and services wants to help tackle the high rate of youth unemployment in southern Europe. As part of a training initiative, Bosch is offering a total of some 100 additional apprenticeships, half of them in Germany and another 50 in Italy, Portugal, and Spain. At a kick-off meeting at company headquarters in Gerlingen near Stuttgart, the 50 young Spaniards mentioned above were able to get to know their future supervisors. Afterwards, they found out more about the technical vocational training they will be receiving at locations throughout the greater Stuttgart area. By way of preparation for their apprenticeships, which start in September, the young people will begin an internship at Bosch in June. Late last year, Bosch set aside some 7.5 million euros in funding for the initiative.

Apprenticeships as an antidote to youth unemployment

“We believe our many years of experience in training young people can help tackle youth unemployment in southern Europe,” said Christoph Kübel, member of the board of management and director of industrial relations at Robert Bosch GmbH, during the reception for the new apprentices at company headquarters. “Recognized vocational training programs improve many young people’s employment chances. Without sound qualifications, starting a career can be very difficult.” Kübel hopes that as many companies in Germany as possible will offer apprenticeships

to young people from the affected regions. As he points out, each new place is a ray of hope for young people.

Apprenticeships in Bavaria and Baden-Württemberg

The young southern Europeans will learn their future occupations at 16 locations throughout Baden-Württemberg and Bavaria. In under three and a half years they will earn their Chamber of Commerce-recognized qualification as industrial mechanics, cutting machine operators, equipment operators, or mechatronics engineers. “It’s easier to get the ball rolling quickly for this initiative by doing the training in Germany, because we can use existing facilities, equipment, and trainers,” says Siegfried Czock, who is responsible for occupational and vocational training at Bosch in Germany. Only six months will have elapsed between the first interviews in Spain and the beginning of the internship in Germany. “I see my apprenticeship as a real opportunity,” says Didac Fernández Ramos, who wants to be an industrial mechanic. The 20-year-old comes from Barcelona, a large Spanish city with high youth unemployment. He will be based at Bosch in Blaichach for the course of his apprenticeship.

Intercultural supervision eases integration

As preparation for the three-and-a-half years ahead, the future apprentices will spend June and July of this year as interns at Bosch. The language tuition they have already received in advance will help them to quickly adapt to German language and culture. “This will help these young people to integrate. This training in a foreign country is a completely new phase in their lives,” adds Astrid Lommek from BBQ Berufliche Bildung gGmbH, the educational provider supervising the project. BBQ will also be assisting the young people in their search for accommodation, during visits to banks and local authorities, and in other everyday situations. “This apprenticeship will help me to become more independent,” says Laura Revuelta López, a 20-year-old from San Fernando de Henares, near Madrid. She will be an apprentice industrial mechanic in Nuremberg. “But it’s also a relief to know that I won’t be left to figure things out all alone in a foreign country.” By acting as personal mentors for their new colleagues at the various apprenticeship locations, Bosch associates themselves will help integrate the young Spaniards into life both inside and outside the company.

International training expertise

In offering vocational training for the young Spaniards in Germany, Bosch can draw on more than 100 years of experience. During that time, more than 100,000 young people worldwide have completed apprenticeships at Bosch. Moreover, to give its apprentices experience of different methods

of working in other countries, the company has been running an international apprentice exchange program for more than 50 years now. “The Spanish apprentices will begin gathering experience in a foreign culture from day one,” Czock says. “That’s something they will benefit from throughout their careers.”

Internet:

Bosch as an employer: your.bosch-career.com

What trades can I learn at Bosch? <http://bit.ly/1krpHWd>

Guide to technical and commercial apprenticeship programs at Bosch: <http://bit.ly/1IpEUYe>

Vacancies for apprenticeships at Bosch: <http://bit.ly/NN1k7t>

Bosch apprenticeships on Facebook: www.facebook.com/BoschSchueler

Background information:

Bosch takes on 100 additional apprentices in Germany and southern Europe: <http://bit.ly/1IQmRpA>

100 years of apprentice workshops: Bosch to offer dual occupational training abroad: <http://bit.ly/1j5xLWF>

Youth unemployment figures in the EU as of December 2013: <http://bit.ly/RAkkYp>

Press photos 1-PE-20213, 2-SO-13163, 2-SO-13159, 2-SO-13153, 1-RB-19234, 1-RB-19233

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The Bosch Group is a leading global supplier of technology and services. In 2013, its roughly 281,000 associates generated sales of 46.1 billion euros. (NB: Due to a change in accounting policies, the 2013 figures can only be compared to a limited extent with the 2012 figures). Its operations are divided into four business sectors: Automotive Technology, Industrial Technology, Consumer Goods, and Energy and Building Technology. The Bosch Group comprises Robert Bosch GmbH and its roughly 360 subsidiaries and regional companies in some 50 countries. If its sales and service partners are included, then Bosch is represented in roughly 150 countries. This worldwide development, manufacturing, and sales network is the foundation for further growth. In 2013, the Bosch Group invested some 4.5 billion euros in research and development and applied for some 5,000 patents. This is an average of 20 patents per day. The Bosch Group’s products and services are designed to fascinate, and to improve the quality of life by providing solutions which are both innovative and beneficial. In this way, the company offers technology worldwide that is “Invented for life.”

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Youth unemployment in Europe **Bosch takes on 100 additional trainees in Germany and Southern Europe**

November 11, 2013

PI 8376 RB Zi/SL

- ▶ 50 additional places on vocational training courses in Germany, 20 in Italy, and 15 each in Portugal and Spain
- ▶ Bosch earmarks 7.5 million euros over four years
- ▶ Bosch CEO Denner: “Joint task for politicians, businesses, and society.”

Stuttgart – Bosch is offering an additional 100 places on its technical vocational training schemes in Germany, Italy, Portugal, and Spain to young people from Southern Europe. The initiative, which will take effect from the 2014 training year, is a response to high rates of youth unemployment in Southern Europe. The 50 new training places in Germany will be filled by applicants from Spain, while an additional 50 young people outside Germany will follow the program at Bosch locations in Italy, Portugal, and Spain. The technology and services company has set aside some 7.5 million euros in funding for the initiative over the next four years. The decision on whether to continue the initiative in future years will depend on the success of the initial program and ongoing developments in Southern European job markets. Some six million young people are unemployed across Europe – and the jobless rate among young people in some Southern European countries currently stands at more than 50 percent.

Youth unemployment – shared responsibility

“Combating youth unemployment in Europe is a joint task for politicians, businesses, and society. All of us share responsibility for this, including Bosch. We want to play our part,” says Dr. Volkmar Denner, Chairman of the Board of Management at Robert Bosch GmbH. Youth unemployment not only has a negative impact on the economy; it also undermines political structures. Experts have long highlighted the risk of young people turning

their backs on basic democratic principles if they feel they have no prospects.

Christoph Kübel, Member of the Board of Management and Director of Industrial Relations at Bosch, also emphasizes the importance of people getting their working life off to a good start: “These early stages really set the course of people’s subsequent careers. Good training gives young people the chance to determine their own path.”

Training in Germany with intercultural support

The young people eligible for the scheme will be recruited by the Bosch regional companies. Since training capacities at Bosch locations outside Germany are limited, 50 young people from Spain will be trained at German locations. The successful applicants will also get an opportunity to take a language course in Spain as part of the preparations for starting their training in Germany at the end of summer 2014. This will be followed by a three month internship at Bosch in Germany. The young people will receive intercultural training and assistance throughout their stay in Germany thanks to a joint initiative between Bosch and the vocational training company BBQ, a subsidiary of the Education Institute of Baden-Württemberg Industry and Commerce (Bildungswerk der Baden-Württembergischen Wirtschaft e.V.).

Press photos: 2-SO-13163, 2-SO-13159, 2-SO-13153

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The Bosch Group is a leading global supplier of technology and services. In fiscal 2012, its roughly 306,000 associates generated sales of 52.5 billion euros. Since the beginning of 2013, its operations have been divided into four business sectors: Automotive Technology, Industrial Technology, Consumer Goods, and Energy and Building Technology. The Bosch Group comprises Robert Bosch GmbH and its roughly 360 subsidiaries and regional companies in some 50 countries. If its sales and service partners are included, then Bosch is represented in roughly 150 countries. This worldwide development, manufacturing, and sales network is the foundation for further growth. Bosch spent some 4.8 billion euros for research and development in 2012, and applied for nearly 4,800 patents worldwide. The Bosch Group’s products and services are designed to fascinate, and to improve the quality of life by providing solutions which are both innovative and beneficial. In this way, the company offers technology worldwide that is “Invented for life.”

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