

Transformation needs diversity

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To remain competitive in times of change, companies have to develop new forms and curricula for their associates' occupational training and further professional development. Bosch started preparing itself for the transformation in the automotive industry early on, and is well positioned with a leading position in electromobility, comprehensive training programs, and the development of new business areas and markets. In 2018, the company laid the foundation for a comprehensive training initiative (Mission to Move) to qualify associates for new tasks in growth areas such as electromobility, software, data analysis, and artificial intelligence.

Mission to Move: On-demand training and training specifically for new posts

Transfer qualification at Bosch

So far, more than 1,000 associates have received training to qualify them for specific new tasks or positions. Most of them are engineers, but other highly qualified people have also taken part starting in 2020.

Worldwide approach

The digital transformation is creating a powerful incentive to quickly build up new knowledge and new capabilities. That is why the programs are constantly being adjusted to meet regional needs as well. To date, Bosch associates at more than 40 locations in some 20 countries have participated in Mission to Move. Roughly one-quarter of the participants come from locations outside Germany.

Contents

The program portfolio now covers three areas with ten learning programs in different formats:

- Electrification for engineers and skilled workers
- Software qualification
- Big data with data science, data analytics, and data engineering

In-house and external partners

Robert Bosch GmbH
Postfach 10 60 50
D-70049 Stuttgart,
Germany
E-mail NoraKatharina.Lenz-
Gaspary@de.bosch.com
Phone +49 711 811-13315

Corporate Department
Communications & Governmental Affairs
Executive Vice President: Prof. Christof Ehrhart
www.bosch-press.com

In these endeavors, Bosch works with in-house partners such as the Bosch Learning Company and the company's apprenticeship unit, as well as with the Chamber of Commerce and Industry and the universities of Stuttgart, Aalen, and Ingolstadt. The length of these courses varies depending on the program.

Individual programs

Electrification

This program is designed for associates switching to the electromobility field. In a seven-week program, associates spend three days a week familiarizing themselves with subjects such as e-mobility concepts, battery technologies, power electronics, and software. Participants can learn more about these subjects in practical training modules lasting several days. The basic theory is taught by the apprenticeship unit, which has now evolved into a technical training campus for subject matter relating to electrification. The program aims to qualify associates for jobs such as a design engineer for 48-volt batteries and project manager for power electronics.

Software

These two programs offer software training for associates from hardware-related units. The "intense" program lasts between 10 and 12 weeks, and comprises four 60-minute modules. The "long-term" program, by contrast, spans an 11-month period and comprises eight modules. Here as well, the program covers both theory and practice. In small groups, participants visit partner universities to learn basic theory. This will then qualify them for jobs in areas such as software and systems engineering as well as software function development. Bosch is continuously evaluating its requirements for the necessary skills, so that it can take further steps to qualify people for new jobs.

Big data

In these programs, associates with in-depth specialist knowledge in the mobility field learn and familiarize themselves with additional skills relating to the storage, processing, and analysis of big data, and how this improves the quality and efficiency of products and processes and provides the basis for developing new data-based business models.

Qualification as an industrial electrician

Mechanics are trained to become industrial electricians certified by the chamber of commerce. The engineers and other skilled workers taking part are closely supervised to ensure that the programs are a success. Mentors, the sense of community in the small study groups, the alumni network, and concurrent

familiarization with the new jobs that await the participants provide additional support and motivation. Roughly 95 percent of participants complete the course.

The Bosch Group is a leading global supplier of technology and services. It employs roughly 402,600 associates worldwide (as of December 31, 2021). The company generated sales of 78.7 billion euros in 2021. Its operations are divided into four business sectors: Mobility Solutions, Industrial Technology, Consumer Goods, and Energy and Building Technology. As a leading IoT provider, Bosch offers innovative solutions for smart homes, Industry 4.0, and connected mobility. Bosch is pursuing a vision of mobility that is sustainable, safe, and exciting. 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 facilitate connected living with products and solutions that either contain artificial intelligence (AI) or have been developed or manufactured with its help. 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 subsidiary and regional companies in some 60 countries. Including sales and service partners, Bosch's global manufacturing, engineering, and sales network covers nearly every country in the world. With its more than 400 locations worldwide, the Bosch Group has been carbon neutral since the first quarter of 2020. The basis for the company's future growth is its innovative strength. At 128 locations across the globe, Bosch employs some 76,100 associates in research and development, of which more than 38,000 are software engineers.

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 upfront investments in the safeguarding of its future. Ninety-four percent of the share capital of Robert Bosch GmbH is held by Robert Bosch Stiftung GmbH, a charitable foundation. The remaining shares are held by Robert Bosch GmbH and by a corporation owned by the Bosch family. The majority of voting rights are held by Robert Bosch Industrietreuhand KG, an industrial trust. The entrepreneurial ownership functions are carried out by the trust.

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