

Every success has its history

Apprenticeship and Studies at Bosch



— Facts, figures and global overview

Bosch has over 100 years of history in apprenticeship.

- Robert Bosch founded the first apprentice workshop on April 1, 1913
- 1,400 apprentice positions available in Germany, thereof 300 dual education.
- Bosch offers more than 30 different fields for apprentice jobs.



 Dual education system like the one in Germany: China, India, Thailand, Vietnam Brasil, Turkey

Vocational Education and Training in Germany

– The 3 Pillars of the VET

Corporation, Business

1. Offer commercial training and education
 - Smaller businesses can have as little as one, larger cooperations like Bosch, BMW, Daimler Benz have several hundrets of apprentices
2. Germany has over 300 apprentice job areas

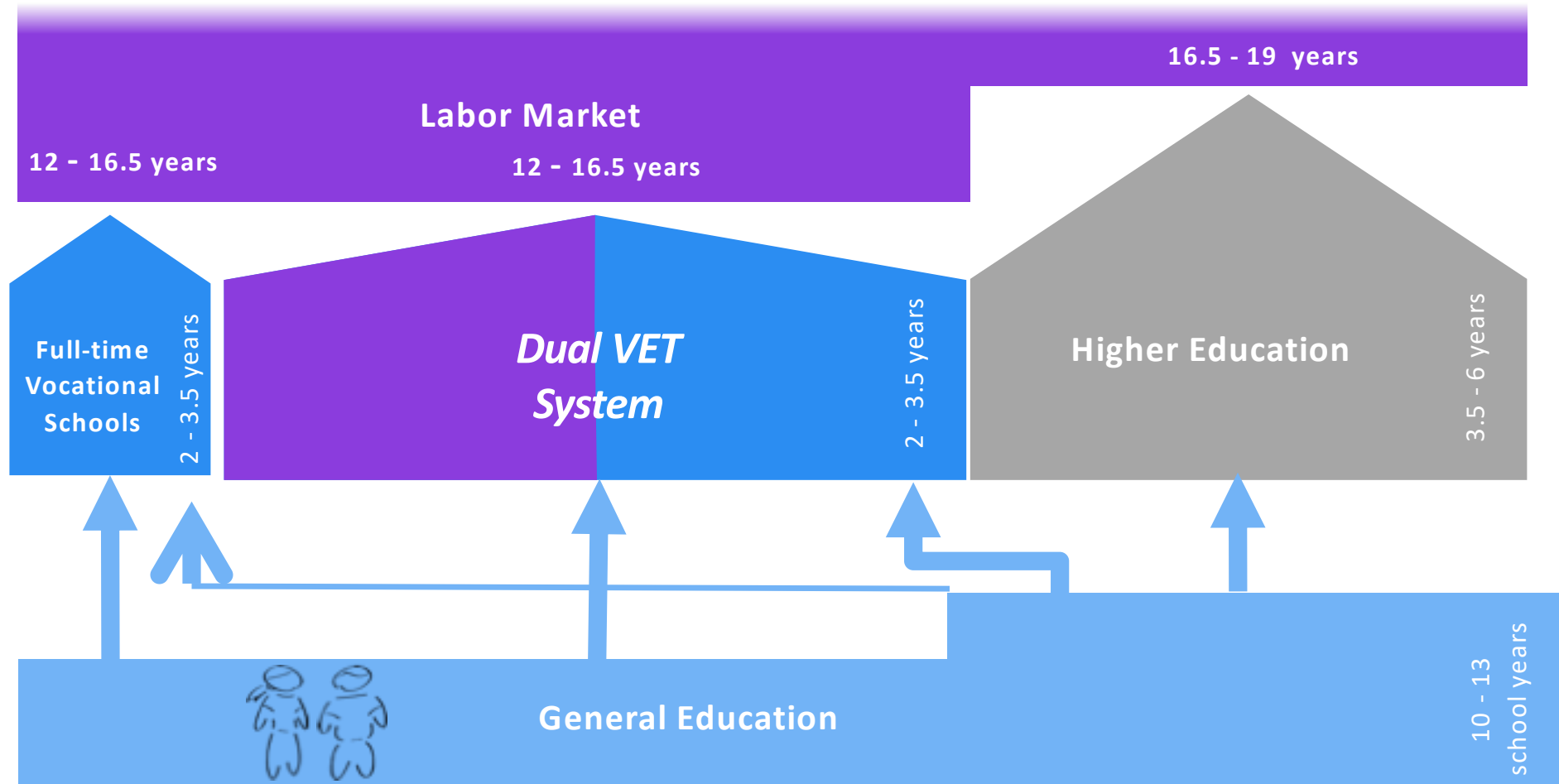
Chamber of Industry and Commerce

1. Service to local Industry
2. Represents interests of regional industry
3. Governmental Tasks
 - Align Federal regulated education with commercial requirements

School System

1. Federal schools
2. Private schools
3. Trade schools
 - Subsidized by Government

– Duality of VET: A common path to employment



Source: GOVET

– Dual Vocational Education and Training

2 coordinated learning venues ("*Dual*") for each VET programme

70% of VET
in company



30% of VET
in vocational school

In-company training

- Legal basis: training contract
- Company pays trainee a "training allowance"
- Company provides systematic training under real-life working conditions (in-company trainer, up-to-date equipment, etc.)

Vocational school education



- Legal basis: compulsory education law
- Local government finances public vocational schools (facilities, teachers, etc.)
- Vocational schools offer lessons in vocational (2/3) and general education (1/3) subjects free of charge

Approx. duration of Dual VET: 2 – 3.5 years

Source: GOVET

– Dual Vocational Education and Training

Dual VET training plan for a given occupation (example)

Monday	Tuesday	Wednesday	Thursday	Friday
In-company training <ul style="list-style-type: none">• Based on in-company training standards (minimum standards) defined in "training regulations"• Step by step, trainees take over duties and tasks in the workplace, and in the process contribute to production 			Vocational school education <ul style="list-style-type: none">• Based on vocational education standards defined in the framework curriculum for vocational subjects (2/3)• Based on framework curriculum for general school subjects (1/3)• Classroom-based learning 	
In-company VET and vocational school education can also take place in separate long-term blocks like 3 weeks at company, 2 weeks at school.				

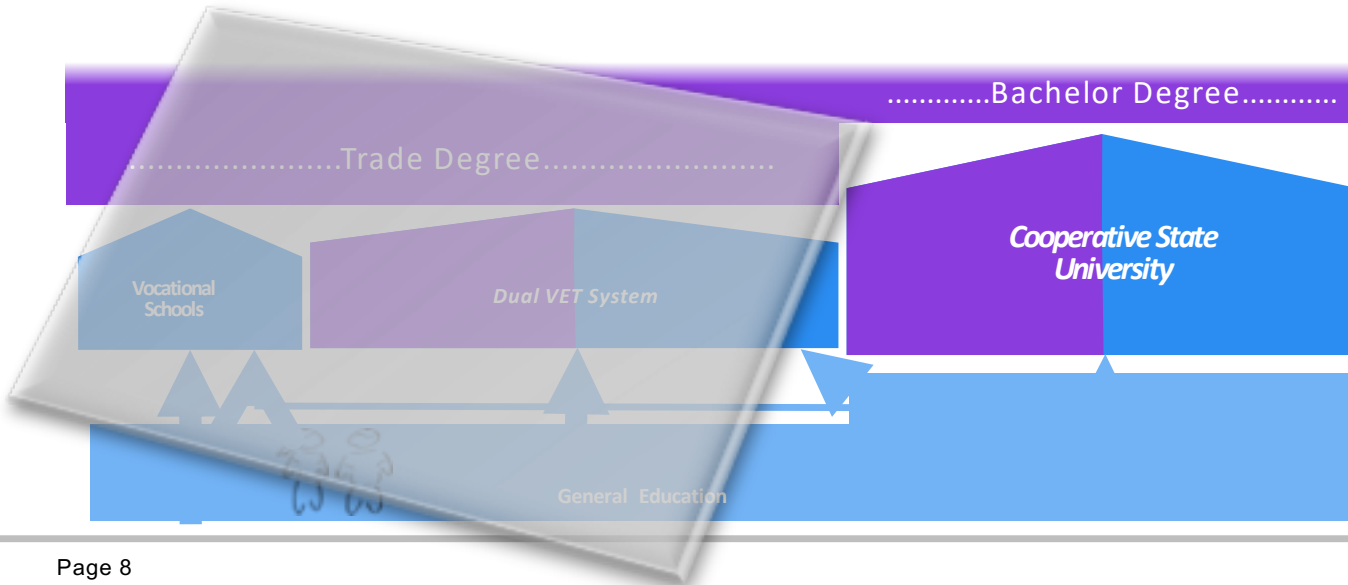
Source: GOVET

— Advantages of the Dual Approach

- ▶ Soft change for the students from the school environment into the workforce.
 - Students start as young as 16 years old.
 - For most of them it is hard to be away from their friends and familiar environment.
 - They have the first time to deal with an 8 hour job.
 - Dual approach of company and school helps socializing the students in the new environment of “work”.
 - Their trainer is their source of know how and gives them security in a totally new environment.
- ▶ Besides learning technical skills, the students also get familiar with the way the company functions, what different departments there are and how they interact.
- ▶ In larger companies the apprentices e.g. get involved in real production environment, in smaller businesses they get exposed to real life work They are on the job, but with their trainer and not alone.
- ▶ Theoretical curriculum in the trade school gets repeated and trained in praxis at the company.

– Higher Education, Dual Studies at Bosch

- ▶ 1972 Bosch together with other companies founded the model of *Universities of Cooperative Education* in Baden-Württemberg (now *Baden-Württemberg Cooperative State University*).
- ▶ Offering approximately 20 different degrees in business, technical and IT areas.
- ▶ Offering approximately 300 study positions annually.



Contact and Source Information

Contact:

Manfred Staebler
Vice President Government Affairs
BSH Home Appliances Corp.
1901 Main Street
Irvine, CA 92614
Manfred.Staebler@bshq.com
252-636-4349

Source:



GOVET
German Office for International Cooperation in
Vocational Education and Training
<https://www.bibb.de/govet/de/54879.php>

Source:



Robert Bosch GmbH, Stuttgart, Germany
C/HPO



BYSYHY

Thank you!