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# Further training instead of searching

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Qualifying associates for the digital transformation



The Bosch Rexroth Academy offers a broad portfolio of practice-oriented training courses with which companies can qualify their associates for the digital transformation in a targeted manner. (Image source: Bosch Rexroth AG)

**All across the globe, medium-sized companies in particular are grappling with the digital transformation of our industry. In all parts of the world, this problem is largely attributable to the dramatic skills shortage in the fields of digitalization and connectivity. At all levels – be it skilled workers, engineers or managers – the necessary expertise is sorely lacking. Consequently, demand for specialist staff is high, but too few graduates are leaving vocational schools and universities with the necessary qualifications. To address this issue, the Bosch Rexroth Academy offers a wide range of practical training courses, which provides companies with a targeted means of qualifying their associates for the digital transformation.**

Extreme volatility in demand, groaning supply chains, disruptive technological leaps and the ongoing energy crisis: Survival in a business world marked by such rapid and far-reaching changes requires a level of agility that can only be achieved through digitalization in the factory of the future. Until just a few years ago, however, the necessary skills and knowledge did not form part of training and study programs. Given the lack of skilled workers, the training and further education of in-house staff represents the most efficient and cost-effective means of creating the necessary digitalization expertise within the company and thereby ensuring lasting competitiveness.

For more than a decade, the Bosch Rexroth Academy has been preparing associates of the Bosch Group for the digital transformation and has devised a three-stage curriculum for this purpose. It comprises all the essential content that is necessary to qualify associates with different levels of training for the world of digitalized factory automation. The full training program for digital transformation can be viewed online.

**From basic training to expert qualifications**

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The basic training courses cover fundamental aspects of connectivity, data handling and smart production for day-to-day application in production and assembly. These take the form of digital e-training courses, which can be completed at any time and in any location. Hybrid and purely classroom-based training courses impart advanced knowledge in selected practical areas such as network architectures, IT security, smart production or agile project and change management. The compact “Industry 4.0” course, for example, equates to module 3 of the IHK certification course “Specialist in Industry 4.0 (IHK)”.

For the expert qualification, intensive practical training up to TÜV-certified study modules including final exams are offered, providing in-depth expertise of selected specialist subjects. They enable skilled workers to identify problems in the digital transformation process and devise suitable solutions. Participants acquire skills such as low coding and are able to link the automation to MES and ERP systems. After attaining their qualification, they will know how manufacturing lines can flexibly produce the smallest of quantities – down to a batch size of just 1 – or how to implement and optimize their cloud-based IT systems on the manufacturing lines.

To keep up with the rapid pace of the digital transformation, the Bosch Rexroth Academy is constantly developing and enhancing the curriculum and supplementing the program with additional training units to serve a wide range of requirements. Interested parties can access the complete training program from the Bosch Rexroth Academy on the Rexroth website.

### Basic Information Bosch Rexroth

As one of the world’s leading suppliers of drive and control technologies, Bosch Rexroth ensures efficient, powerful and safe movement in machines and systems of any size. The company bundles global application experience in the market segments of Mobile Applications, Machinery Applications and Engineering, and Factory Automation. With its intelligent components, customized system solutions and services, Bosch Rexroth is creating the necessary environment for fully connected applications. Bosch Rexroth offers its customers hydraulics, electric drive and control technology, gear technology and linear motion and assembly technology, including software and interfaces to the Internet of Things. With locations in over 80 countries, more than 31,000 associates generated sales revenue of around 6.2 billion euros in 2021.

### Basic Information Bosch

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

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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.

### Press Contact

Please get in touch with our Press Contact



**Manuela Kessler**

Spokesperson  
technology topics  
+49 9352 184145

[Manuela.Kessler@boschrexroth.de](mailto:Manuela.Kessler@boschrexroth.de)