



AHK VIETNAM BLOG - JULY 2022

A NEW CAREER PATHWAY



German dual vocational training offers bright future and great career opportunities

Graduating from her high school, Nguyen Thi Thuy in the central province of Ha Tinh was told about a vocational program according to German standards with many benefits for apprentices provided by the Delegation of German Industry and Commerce in Vietnam (GIC/AHK Vietnam) and Robert Bosch (Vietnam) Co., Ltd, the subsidiary of the German Bosch Group. It was too good to be true, so she opted for a safer path: getting into the University of Economics and Law (under the Vietnam National University - Ho Chi Minh City) - one of the most prestigious universities in Ho Chi Minh City, the largest city and main economic hub in Vietnam.

Completing her first year at the university, she realized that she had no interest in finance and banking — the popular major chosen by students in 2015 — and was keen on electrical engineering. Besides, her family was facing financial difficulties and she could not afford her study even with a scholarship from the university. She decided to make a move: searching information on the Technisch-Gewerbliche Ausbildung (TGA), a dual vocational training program provided by Bosch, in the southern province of Dong Nai on the internet and contacting her acquaintances at Bosch to verify this program. After discussion with her family, she enrolled in the dual vocational training on Mechatronics occupation.

Life-changing path

With the support from GIC/AHK Vietnam, Bosch Vietnam in cooperation with LILAMA2 International Technology College has organized Bosch's dual vocational training on Mechatronics for local students at Bosch TGA training centre and Bosch Powertrain Solutions Plant in Dong Nai province since 2016.

Thuy found mechatronics very interesting with extensive knowledge and good career opportunities, so she applied and was one of the first students in this program. Her life has totally changed since then. Thuy received full tuition waiver with monthly allowance and did not need any financial support from her family anymore. She was treated as an official worker of the factory as well as got gifts and PVI insurance package. More importantly, Bosch TGA provided ideal study environment with modern equipment and machines and gave her an opportunity to practice under the instruction of experienced engineers that helped consolidate her knowledge acquired at the college. Besides, Bosch organized a variety of courses to improve her soft skills such as time management and communications. Thanks to the English course offered by Bosch — from a student, who could only manage to speak “Hello!” and “I am fine, thank you. And you?” — Thuy has become a confident person who can communicate with clients completely in English.



"What do I like most about the program? I really don't know how to answer this question as everything is great and I like it very much."

THUY NGUYEN



In 2018, because of her high grade in AHK's first exam, Thuy was given a chance to participate in the Bosch Student Exchange Program from July to September in Ludwigsburg city. During her study in Germany, she could work directly with German colleagues who were very friendly and taught her new skills. Furthermore, she could make new friends and learn about German culture by trying German food, wearing traditional German costumes, and attending festivals. The once-in-a-lifetime opportunity opened a new world to her as well as helped her obtain more knowledge and meet foreign friends who she is still in contact with.

Although Thuy was expected to graduate in June 2020, she received an offer to work as technical document analysts for foreign trade at Bosch global software technologies (BGSV) company in Ho Chi Minh City in December 2019. After one year, she was promoted to get a senior role and was voted as the Excellent Employee of the Quarter.



**"The knowledge and skills I
acquired in the TGA program are
very useful for my current job."**

THUY NGUYEN

“The knowledge and skills I acquired in the TGA program are very useful for my current job. My task involves in reading mechanical drawings and technical documents to classify all kinds of Bosch products globally such as electronic components, home appliances, auto parts, and hand tools. These require me to have knowledge and practical experiences and I already gained them in the training program,” Thuy said.

Bosch TGA program offers an excellent development prospect for young people in Vietnam with the same standard as that provided for young people in Germany and in other countries. The trainees of the program have a chance to work at Bosch after graduation, as Thuy does.

“It is a great pleasure and makes me very happy to see how our apprentices in the Bosch TGA program take this opportunity year by year, generation after generation, to become highly skilled and excellent trained graduates,” Heiko Kohlenbecker - Vice President, Commercial Plant Manager of Bosch Powertrain Solutions Plant in Dong Nai - said. “Based on our experience and statistics, graduates of our TGA program develop faster in their career comparing to colleagues who joined us directly. Since we are not steering such development or preferring groups of our workforce over other groups, this happens very naturally and shows the value of the program: it creates a strong foundation of knowledge and expertise, that graduates can use to reach high performance and to take over positions with higher responsibility after the program”.



"Based on our experience and statistics, graduates of our TGA program develop faster in their career comparing to colleagues who joined us directly."

HEIKO KOHLENBECKER



Vocational training according to German DIHK standards

Vietnam lacks skilled labour force as the importance of vocational training has not been properly evaluated in the society while foreign invested companies find it difficult to recruit local qualified workers. Realizing the challenges that businesses in Vietnam are facing, GIC/AHK Vietnam – Representative of the Association of German Chamber of Commerce and Industry (DIHK e.V.) – has supported and implemented projects offering dual vocational training according to German DIHK standards. And the 3.5-year Bosch TGA program for mechatronics occupation is among of them.

The curriculum comprises 25 percent of theoretical knowledge at LILAMA2 International Technology College and 75 percent of practice at Bosch Vietnam's training centre and manufacturing plant. With the simultaneous combination of theoretical study and practical training, Bosch TGA apprentices are equipped with profound professional knowledge and high-level skills. They can apply their knowledge into practice on modern equipment according to international standards under the instruction of qualified professionals. After completing the program, trainees will receive a vocational diploma from the college and a vocational certificate from GIC/AHK Vietnam.

"Our partnership with AHK Vietnam is very important for us to reach and maintain this high training level of our TGA program. A good partnership works not just in good times, but also in challenging times. Like the Covid-19 pandemic, which challenged us significantly to continue and successfully finish the training according to the high German standard. However, together we found solutions for every obstacle and overcame this difficult time," Kohlenbecker said. "It is a core value from AHK Vietnam and Bosch Vietnam to develop young talents and to give them opportunities for their future, that's why we are looking forward to continue this great cooperation also in the future".



"Our partnership with AHK Vietnam is very important for us to reach and maintain this high training level of our TGA program."

HEIKO KOHLENBECKER

So far, Bosch TGA program has organized six batches of trainees on mechatronics and among of them, 36 apprentices in the first three batches already graduated. AHK Vietnam will hold the graduation exam for those in the fourth batch at the end of 2022. Meanwhile, the fifth and sixth batches with 24 students each are being trained.

“Vietnam’s participation in various free trade agreements has made the country to become a strategic investment destination in the world. Therefore, it is crucial for Vietnam to develop skilled workforce that meet the demands of foreign companies. We are pleased that with the assistance from GIC/AHK Vietnam, the cooperation between Bosch Vietnam and the LILAMA2 International Technology College has achieved impressive results and local trainees have a chance to participate in dual vocational training programs according to German DIHK standards right in Vietnam,” Marko Walde, Chief Representative of GIC/AHK Vietnam, said. “Human resources and well-trained workers play an important role in the economy and they are the hidden weapons for Vietnam to develop sustainably. We hope that after graduation, the apprentices will be ready to enter the labour force with professional skills that meet the industry’s demands”.

This year marks Thuy’s 2.5 years at Bosch. After switching to vocational training, Thuy currently has a stable job and a degree with an excellent grade in International Business of University of Economics Ho Chi Minh City. Her mother, Nguyen Thi Vinh, was very worried when her daughter made the decision, but she is now more than happy. “Sending her to the university was difficult and expensive. We are very glad that she has a good and permanent job. We are very proud of her and encourage our son, who is eighth grader, to study hard to follow her path,” Vinh said with a smile.



"Human resources and well-trained workers play an important role in the economy and they are the hidden weapons for Vietnam to develop sustainably. We hope that after graduation, the apprentices will be ready to enter the labour force with professional skills that meet the industry's demands."

MARKO WALDE





Nguyễn Thị Thủy