



Country:	Global
Member/Company	Siemens
Initiative	Multiple Initiatives

Overview

Entry qualification program for refugees (Germany)

In order to give young refugees a perspective in Germany, Siemens created an entry qualification program. In 2016 the first four classes majoring in mechanics and electronics started. Besides the technical know-how, also language training was provided.

In 2021 the scope of the program was enhanced to socially disadvantaged young people. Already in the sixth year, the initiative offers young people an occupational perspective in Germany.

Since 2016 approx. 450 young people have taken part. 50 % of the graduates have started an apprenticeship with Siemens or another company afterwards.

International Tech Apprentices (ITA@Siemens) (Germany)

International Tech Apprentices program was launched in 2012 originally under the initiative's first name Europeans@Siemens. Young tech-savvy apprentices selected by Regional Siemens Companies attend a Berlin located dual vocational education and training program, which is completely chamber based according to German apprenticeship guidelines. While originally launched as a program to reduce Youth Unemployment in Europe in the past few years, however, an increasing number of participants have come from countries outside Europe. Consequently, the program was renamed with an extended geographical scope to ITA@Siemens, hosting many participants from development and emerging countries. One of the most important guiding principle of the program is graduates return to their respective home countries after examination to be an ambassador for learning and a role model for youth to benefit from vocational training and to have a great career at Siemens in the regions.

Up till now 57 apprentices from 17 different countries have been participating in our apprenticeship programs in either mechatronics or electronics trade, many of them returning to home country and working with Siemens for years while acting as a role model to youth.

International Tech Talents (Germany)

The International Tech Talents @ Siemens program ("ITT") is an international training program for entry level Siemens employees with a technical background from around the world. It fully fits into Early Career Development Initiatives of many Regional Companies to develop future talents based on future digital and green skills needed to be relevant for industries, based on experience in international collaboration and networking.

The 12-months training program aims to provide participants a unique learner's experience in hands-on, project-based learning session with a strong focus on digitalization and green topics as well as expose them to German working attitude, German working standards and Siemens culture and giving them a platform to grow their international network of Siemens engineering talents.

The ITT-program is part of Early Career Development initiatives for young professionals, which were recently onboarded at Siemens and should be further developed. It starts in 2021 with 15 participants from



8 different countries. During 12 months of training in Germany the participants are employed at their home-country, closely connected to their home-based teams to bond them with business in home country and to ensure return after training.

Activities with MINT EC (Germany)

Together with MINT EC (a network of ca. 350 secondary schools) Siemens Professional hosted a virtual contest.

60 students were equipped with electronic construction kits and got the task to build digital watches and design an individual 3D case. Their designs were 3D-printed by Siemens and sent to the participants, who showed their final product in a video.

Partnering with schools helps to create a network, of which both sides can benefit: Schools gain valuable insights and first hand information about technology and innovation from companies whereas companies have access to suitable candidates for apprenticeship programs.

Mission 2 Mars (Germany)

Not yet started. Siemens will send out construction kits for Mars robots to schools.

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“Siemens bewegt Schule” – (transl.: “Siemens moves schools”) + Siemens Partnerschool Programme

Siemens runs various initiatives in partnering with schools in Germany. On a regular basis, events take place on innovative topics, like programming workshops, solid edge workshops or workshops about how to give a perfect presentation.

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Girls STEM power (Spain)

Siemens actively engages in attracting young women to start a STEM career. Our digital recruiting fair (SIEYA), our virtual “Girl’s day” or virtual internship-Days (Digital Insights) are specially targeting girls and young women.

Together with SPE in Spain we have set up „Girls STEM Power“ to address female school students. 36 young women have worked in international teams and developed apps e.g. on sustainability, cyber security and topics of high social relevancy such as causes of flight.

The young women worked independently in international teams and developed apps which impressively conveyed relevant topics.



Digital Insights (Germany)

Together with SAP & Microsoft as well as German school networks (MINT EC & Schulewirtschaft) we aim to give students diverse insights into three large companies. Three “Entry Games” were created to work on innovative topics, such as “digital twin” in a gamified manner.

Until now about 700 students from all over Germany – more activities are currently being planned.

SIEYA - The first SPE-owned digital applicants' fair

Based on the idea to create a game-changing, efficient, and effective digital experience to stay in touch with young talents also in times of the pandemic, we (together with Siemens GBS) developed and equipped an event platform that could be used for multiple virtual recruiting fairs. The concept was based on the special target audience needs – including real live interaction with recruiting specialists, intuitive content navigation and appealing graphic design. Since the platform’s launch in mid-2020, there have been more than 20 topic-related events.

The event won several honoring, including the renowned Trendence Award for the Best Employer Brand Campaign for pupils, and the Brand 4Young Talents Award for Talent Attraction, Recruiting & Onboarding.

SIEYA not only offers all the advantages of a real trade fair appearance, but also supplements the portfolio with digital, contemporary and target group-specific elements and conserves resources.

We gained more than 10.000 registrations so far – and the numbers keep on growing. We created a room especially for girls.

Skill Development Initiative India: “IGNITE” (Indo German Initiative for Technical Education)

Siemens India jointly with Siemens Professional Education clearly defined a framework for corporate citizenship and Siemens’ commitment for training to society. In a mutual endeavor jointly with Federal Ministry for Economic Cooperation and Development and German Development Cooperation 3.5 mln. € will be invested to pay into UN’s Sustainable Development Goals and to ramp-up an Indo German Initiative for Technical Education (IGNITE).

IGNITE approach enhances pedagogy and engagement with local industry creating a sustainable pipeline from academia to industry. We want to bring a systemic change in India's skilling environment to create 20,000 industry-ready technicians by 2024. The project aims to train more than 500 instructors at more than 100 Governmental Technical Institutes, to apply the successful German Dual Vocational Education and Training System and to establish an intensive in-company in-plant training stream to ultimately create industry relevant and industry ready graduates with outstanding green and digital skills of the future.

Siemens’ contribution 2.3 million € to Skill Development at Governmental Industrial Training Institutes in India, Federal German Ministry co-funding 1.2 million €

Create more than 20,000 industry-relevant, future-ready technicians for Micro, Small and Medium Enterprises (MSME) and train 500 instructors at more than 100 Technical Training Institutes.

Furthermore project will improve mentoring skills of 400 in-company trainers from selected MSME’s to foster duality in India’s education system.

Final approval by German government received in Dec 2020, implementation has started. Postponement due to on and off COVID19 lockdowns in India and pandemic crises backlash, e.g. earlier proposed 40.000 trainees were recently cut by 50%. as a backlash of pandemic situation.



Support in accelerating infrastructure upgradation and upscaling of selected government it is.

Lead adoption of new pedagogy with a focus on virtual learning and skills development in green and digital technologies

Contribute to achieve Sustainable Development Goals

Provide advisory, guidance and direction to state directorates