

INDUSTRY-ACADEMIA COLLABORATION FOR SKILL DEVELOPMENT

GUIDELINES





Above: President of India's "Best Establishment Award" to Bosch Vocational Center – won 54 times since 1961 (18 times in a row);
Below: 245 Gold medals won by Bosch Apprentices at the All India Competition for Apprentices conducted by the Government of India every year





SKILL DEVELOPMENT
COLLABORATION WITH BOSCH
GUIDELINES



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COMPANY PROFILE

Bosch Group

The Bosch Group is a leading global supplier of technology and services. The company was set up in Stuttgart in 1886 by Mr. Robert Bosch 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 up-front investments in the safeguarding of its future. Ninety-two per cent of the share capital of Robert Bosch GmbH is held by Robert Bosch Stiftung GmbH, a charitable foundation. 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. The remaining shares are held by the Bosch family and by Robert Bosch GmbH.



A bird's eye view

- About 410,000 associates employed worldwide
- 460 subsidiaries (including regional companies)
- Presence in 130 countries
- Nearly 4,500 patents filed per year
- € 78.5 billion sales revenue (in 2018)
- Operates in Mobility Solutions, Industrial Technology, Consumer Goods, Energy and Building Technology

Bosch in India

Bosch has been present in India for more than 90 years – first through a representative office in Calcutta (now Kolkata) since 1922, and, from 1951, through its subsidiary Bosch Limited (then Motor Industries Company Limited or MICO). Bosch is represented by 9 group companies in India including Bosch Limited.



A bird's eye view

- Headquartered at Bengaluru, India
- 31,000 associates
- 18 manufacturing sites
- € 2.8 billion sales revenue (in 2018)

BOSCH'S COMPETENCE IN VOCATIONAL TRAINING

Bosch Vocational Center (BVC) is one of India's preeminent technical training centres.

BVC was set up in 1961 as a fully-fledged training center to develop a reservoir of skilled personnel required to produce quality products using sophisticated machines. For more than 50 years, BVC has developed in-depth expertise in vocational training.



In pursuit of Skill Development Excellence

Training activity at Bosch dates back to 1950s. The need for skilled manpower was felt from the start of Bosch's operations as its product lines are high precision items. Prompted by the need for skilled technical associates, the Tool Room Apprenticeship scheme was started in 1953, and Bosch Vocational Centre (BVC) was established in 1961. It is notable that the establishment of BVC preceded the enactment of the Indian Apprentices Act.

Bosch Vocational Center has since demonstrated its responsibility towards the nation's skill development needs whilst standing out as a role model. BVC has been declared as the "Best Establishment" by the President of India 54 times, 18 times in a row, earning the distinction of being most awarded technical training center in India.

BVC has trained over 5,000 apprentices so far of which 245 have won gold medals at the All India Competition for Apprentices conducted annually by the Government of India. The center has been fortunate to host high-profile dignitaries visiting its premises, including the Prime Minister of India, Mr. Narendra Modi, the German Federal Chancellor Dr. Angela Merkel, the Federal President of Germany, Mr. Joachim Gauck and the former President of India, Dr. A. P. J. Abdul Kalam.



India's Prime Minister Mr. Narendra Modi and the German Chancellor Dr. Angela Merkel holding the memento designed and presented to them by Bosch apprentices during their visit to the Bosch Vocational Center (BVC) in Bengaluru on 6th October 2015.

Deployment of German Vocational Training Model

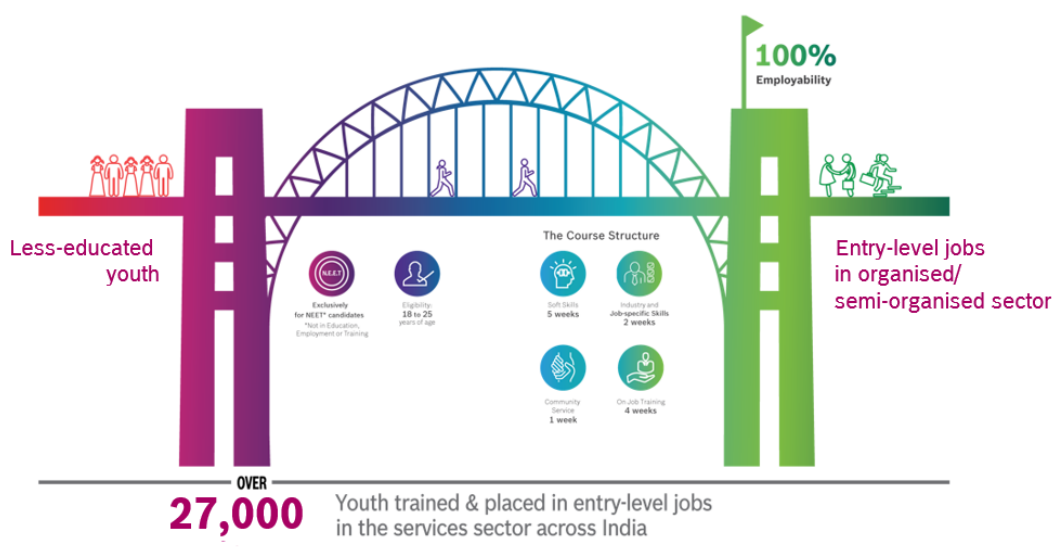
The Bosch Group has successfully deployed its German model of vocational training all over the world in order to ensure consistency in qualification levels and sustaining quality in products globally. Bosch India continues this tradition and BVC is widely recognised for bringing out young accomplished professionals capable of meeting today's demanding industry requirements by successfully deploying the German Dual VET system customised to the Indian context.

Accordingly, 20 percent of the training at BVC comprises of imparting theoretical knowledge at classrooms, 30 percent in practice in the BVC workshop and different labs, and 50 percent in the real-life production environment in the manufacturing plant. This dual model underpins all the training programs conducted by the Bosch Vocational Center. In this effort towards providing skilled workforce, BVC also contributes to the growth of the country as these apprentices are trained on high international standards enabling them to find employment in various industry sectors both in India and abroad. More than 600 Bosch apprentices have opted to work in foreign countries, the majority in Australia.

- Besides Trade Apprenticeship since 1961, Bosch launched the short-term job-oriented BRIDGE in 2013 to produce skilled manpower for the services sector.
- Since 2015, Bosch has also started an artisan training program to produce high-quality artisans in India in the areas of Carpentry, Plumbing and Electrical.

BRIDGE

“Towards Eliminating Unemployment: One Youth at a Time”



As an established vocational training provider, we always felt the need to address the skill gaps faced by wider society. "BRIDGE" is thus a natural extension of Bosch's vocational training expertise to benefit school dropout youth in the NEET (not in education, employment or training) category. BRIDGE is the flagship CSR program of Bosch in India.

Objectives

1. To make less-educated creating a pool of highly skilled manpower for the industry
2. To inculcate industry-specific knowledge and job-relevant skills with special emphasis on life skills, soft skills and hands-on work experience and enable 100% Job Placement for each BRIDGE candidate

3. To engage multiple stakeholders in the corporate, social, education and government sectors and utilise Bosch's vocational training competence to ensure program quality, scalability and sustainability

Distinctiveness

- 100% Employment potential for School Dropout Youth
- An end-to-end Employability Training Solution
- Low cost model with high replicability possibilities



Salient Features

- ▶ Free Learning Kit (Bag, Books & Uniform)
- ▶ Demand-driven Modules with job and industry-specific content
- ▶ Technologically full-fledged Classrooms
- ▶ Internship / On-the-Job Training
- ▶ 100% Placement Assistance

Program Delivery

The BRIDGE program is delivered at 272 centers including 88 in Government ITIs (which are in partnership with Bosch under PPP) and the remaining in private pre-university colleges, higher secondary schools, training Institutes and universities.

Capacity Building

Qualified and motivate vocational trainers are a rare commodity in India today, without whom skilling our youth cannot be achieved. To fill this gap, Bosch's trains trainers through its unique Train the Trainer (TTT) program, which covers:

- ▶ Student Mobilisation
- ▶ BRIDGE Modules Delivery
- ▶ Counselling Skills
- ▶ Placement Process
- ▶ Bosch Qualification of Trainers

Public-Private Partnership (PPP)

Bosch has developed a successful PPP model to maximise the reach of BRIDGE. Three state Governments have partnered with Bosch through which selected Government I.T.I.s facilitate the BRIDGE program in their premises.

- ▶ Karnataka = 25 I.T.I.s
- ▶ Rajasthan = 33 I.T.I.s
- ▶ Maharashtra = 33 I.T.I.s

In turn, Bosch contributes in upgrading these I.T.I.s with curriculum modernisation as per industry standards, setting up of Bosch Technical Lab in each of the I.T.I.s, and providing industrial exposure to select I.T.I. students.



A Model BRIDGE Center

UPGRADING I.T.I.s



Bosch, as part of its contribution to India's skill development agenda, has conceptualized, initiated and developed a modern 'Skill Development Center' at the Government I.T.I. at Diary Circle in Bengaluru. This new center (Model-Block 1) was inaugurated by Mr Rajesh Aggarwal, Additional Secretary, Director General of Training (DGT), Ministry of Skill Development & Entrepreneurship, Government of India, and Mr Soumitra Bhattacharya, Managing Director, Bosch Limited and President of Bosch Group in India, on 22nd May 2019. This new center will enable the I.T.I. in upskilling current and future I.T.I. students with industry-relevant skills and prepare them for the future. The event was attended by various Skill Development authorities, CII representatives, corporate leaders and I.T.I. fraternity and students.

Through public-private partnership, Bosch took the lead in developing this model Skill Development Center, which houses seven learning facilities including Mechatronics Lab, Modern Manufacturing Lab, Train the Trainers, Modern Carpentry Lab and Information and Communication Technology (ICT) Lab. Samsung also joined this initiative and contributed for the development of two labs including the Hand-held Phone and Audio Visual Lab and Home Appliances Lab.



Inside the Model ITI developed by Bosch in public-private partnership

Recognition for Skill Development

BRIDGE

Awards and recognition



FICCI CSR Award for Skill Development Excellence (2016)

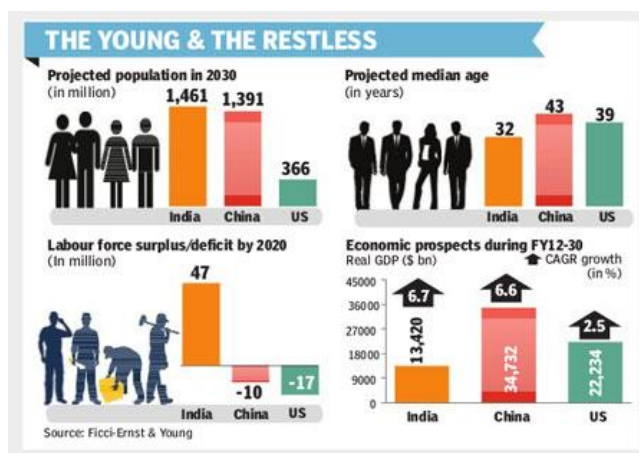
(Dr O P Goel receiving the award on behalf of Bosch)



6th CSR Impact award for BRIDGE at India CSR Summit (2019)

REAPING INDIA'S DEMOGRAPHIC DIVIDEND

India has the opportunity to reap the so-called 'demographic dividend' (an increase in the ratio of the population aged 15-64 years to that aged 0-15 years and above 65 years) till 2040, after which the population would start ageing. This benefit can materialise only if this huge potential of the working age population is channelised in the right direction, that is, if the labour force can be gainfully employed. The challenge is to transfer the surplus labour from agriculture to industry, thereby increasing productivity in both the sectors, and also to minimise the informal sector employment in order to maintain the quality of work in all sectors. This challenge itself represents a dual aspect because both sides, that is, the supply of and the demand for labour, need to be focused upon. On the supply side, a huge skill gap has to be bridged while on the demand side, there is need for skill matching and the creation of opportunities.



National focus on skill development

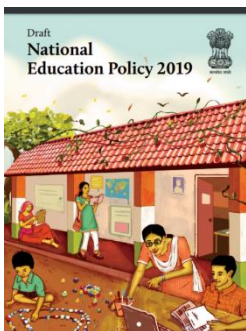
To reap the demographic dividend, the Government of India has taken crucial decisions to improve access to formal training:

- Setting up an integrated Ministry of Skill Development and Entrepreneurship in 2014
- Launching flagship initiatives such as:
 - 'Make in India'
 - 'Skill India'
- Continuing or improving previous skill development efforts
- Rolling out the National Skill Policy of 2015 for clarity and coherence on how skill development efforts across the country can be aligned within existing institutional arrangements
- Forming more than 35 Sector Skills Councils (SSCs)
- Implementing occupational training standards, such as the NSQF and NVEQF
- Deliberating pathways for vocational students to enter higher education

Role of Industry Academia Collaboration in skill development & enhancing Employability of Youth in India



The herculean task of eliminating unemployment from India, by reaching out to youth in need of skill development and making them employable, cannot be achieved by any one organization. Only concerted and collaborative effort by the industry and academia can meet this challenge. Hence, Bosch has joined hands with select Universities to work on skill development.



A draft national education policy released by India's government in 2019 calls for fundamentally restructuring the country's higher education system. The draft policy call for greater emphasis on vocational training in the country.

We believe that Universities, as the temples of knowledge and powerhouses of wisdom, are the best places where youth can not only get knowledge, but also hands on skills with industry-relevant practical exposure to become job-ready.



POSSIBLE AREAS OF INDUSTRY-ACADEMIA COLLABORATION

1. SKILL DEVELOPMENT OF YOUTH

1.1 UNIVERSITY/COLLEGE STUDENTS – EMPLOYABILITY & ENTREPRENEURSHIP

Need:

Research shows the existence of employability skills gap among youth in various professional courses at college and university levels across India. The need to develop young entrepreneurs is also widely sensed and accepted. What happens to youth that can't find a job? They get frustrated and discouraged. They often get trapped in lower quality jobs that fall short of their aspirations

Aim:

This Bosch collaborative program titled “Skill Development of Youth (University/College students – Employability & Entrepreneurship) aims at supporting the partner University in preparing their selected students for the world of work/business.

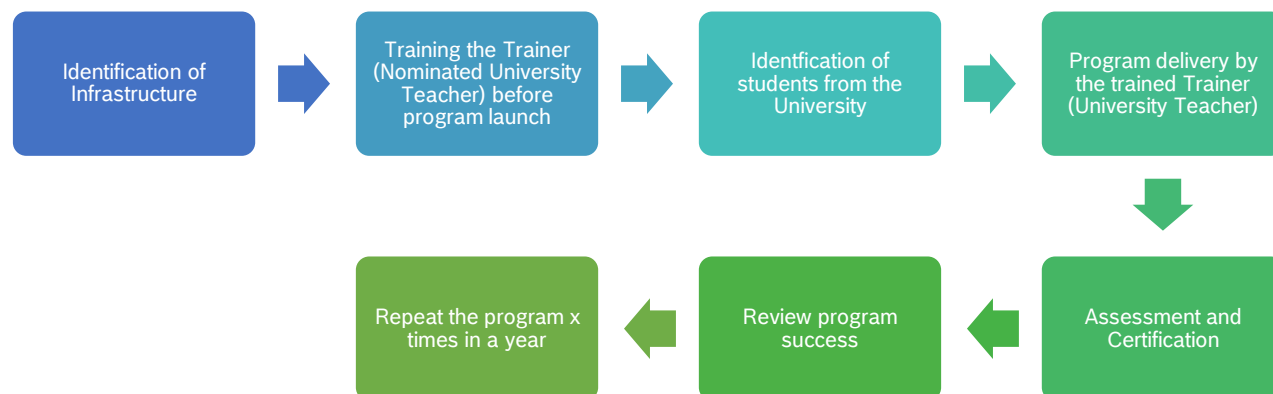
Objectives:

1. To provide employability skills training through industry-relevant modules
2. To offer short-term job-oriented course with Bosch certification
3. To support incubation of selected student startup projects

Target Beneficiaries:

| Program | Target Group |
|----------------------------------|----------------------------|
| Employability & Entrepreneurship | Students of the university |

Activities:



Roles and Responsibilities:

| BOSCH | University Partner |
|---|--|
| Provide the modules Course contents for Employability skills / Entrepreneurship | Provide a reasonably well-equipped class room of 25 seating capacity (500 sq.ft.) with a Projector, a desktop (with internet facility) chairs, tables and a cupboard, markers etc. |
| Train the nominated University Teacher through a TTT (Train the Trainer/Master Trainer) program | Organise Employability Skills & Entrepreneurship trainings to the interested youth |
| After the Assessment to students | Nominate a University Teacher for conducting this program on the agreed frequency |
| Curriculum support for Employability skills Curriculum support for Entrepreneurship | |

Outcomes:

More industry-ready graduates

1.2 SKILLING LESS-EDUCATED YOUTH

India's youth face serious problems of unemployment and underemployment. The causes are legion and include dropping out of high school because of poor education, needing to support one's family at an early age, lack of information on the job market, and, most importantly, not possessing the basic skills required by employers today. Many youth engage in daily wage work, unaware of the opportunities available to them. India has a high level of high school dropout rate, which appear to be strongly linked to unemployment. Facilitating youth inclusion enables the mobilisation of a potential resource pool, which can directly contribute to economic growth of the country. Vocational training will not only help reduce the rate of unemployment, but also ensure availability of suitably skilled people to the industry.



Realising the potential of youth in NEET, and understanding their need for job skills, **BOSCH** conceptualised the unique BRIDGE model. **BRIDGE** is an initiative towards solution of skill development training and job opportunities for lesser privileged unemployed less-educated (school dropout) youth. It is short term job-oriented program that helps each candidate to get acquainted with skills required to get first basic job. It emphasizes demand-driven skills training based on current industrial requirements.

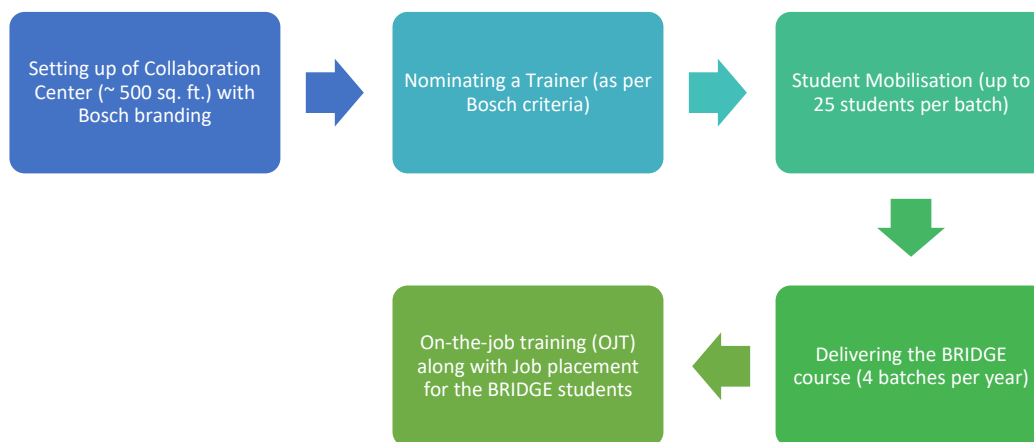
Aims & Objectives

1. To make the “underprivileged” school dropout youth employable and bring them into the mainstream of the society, thereby creating a pool of highly skilled manpower for the industry
2. To inculcate industry-specific knowledge and job-relevant skills with special emphasis on life skills, soft skills and hands-on work experience and enable 100% Job Placement for each BRIDGE candidate
3. To engage multiple stakeholders in the corporate, social, education and government sectors and utilise Bosch’s vocational training competence to ensure program quality, scalability and sustainability

Target Beneficiaries:

| Program | Target Group |
|---------|---|
| BRIDGE | Youth opted out of higher education minimum age :18years |

Activities:



Roles and Responsibilities:

| BOSCH | University Partner |
|---------------------------------------|---------------------------------------|
| Train The Trainer (TTT) | Identify a Trainer |
| Provide BRIDGE Kits | Mobilisation |
| Certificates for Trainees and Trainer | Training delivery (BRIDGE Curriculum) |
| OJT (On the Job Training) | Guest Lectures |
| Placement Assistance | Student Evaluation and Feedback |



Outcomes:

1. Skill development opportunity for less-educated youth every year leading them to employment
2. Opportunity for the BRIDGE students to be part of the University environment
3. On-the-Job Training (OJT) along with Job placement assistance for the BRIDGE students from Bosch
4. Strengthened local community relations for the University
5. Meaningful Industry-Institute Interface for Nation-building

2. TRAINERS' CAPACITY BUILDING & CAREER DEVELOPMENT

2.1 VOCATIONAL AND SOFT SKILLS TRAINERS (SHORT TERM)

Need:

Trainers play a critical role in the vocational training delivery mechanism, The effective training delivery on domain skills and soft-skills based on the expectations of the industry will Improve the confidence, the self-esteem and the achievements of young trainees, especially those from NEET (not in education, employment or training) is a key performance indicator for a vocational trainer, but India is shortage of trained trainers, Which is been a biggest challenge in scaling up vocational training initiatives. To address this gap, Bosch has designed an exclusive 'Train the Trainer' program In order to instill qualities of strong leadership, improved problem solving, enhanced creative and critical thinking skills.

Aim:

Bosch has started a unique Train the Trainer (TTT) program, through which more than 500 trainers have been trained in content delivery, counseling skills, student mobilisation and also leadership development. Thereby providing a pool of high quality, skilled trainers, to the Nation to by partnering with Universities. The need for skilled and qualified trainers is much higher in the country

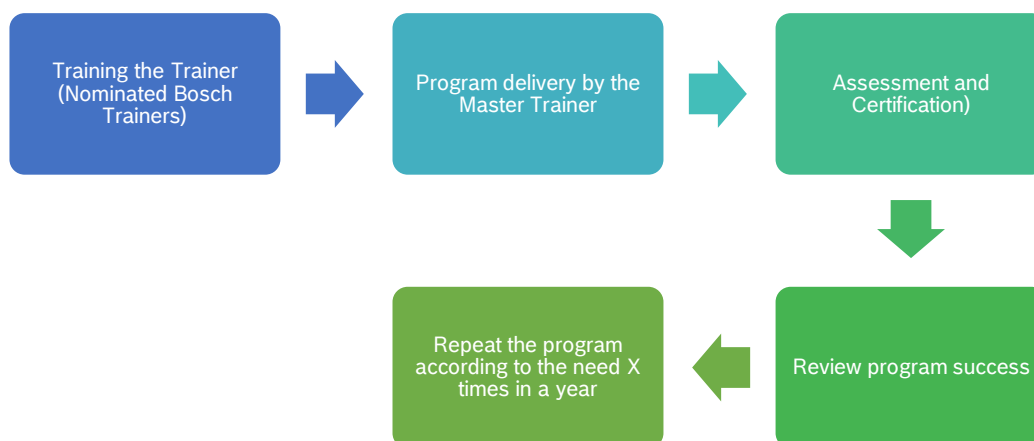
Objectives:

1. To conduct the BRIDGE Train the Trainer (TTT) in the University campus
2. To Train several Trainers from the state in the Collaboration Center which is established.
3. To conduct the residential Train the Trainer (TTT) program
4. To Equip the trainers to train BRIDGE students

Target Beneficiaries:

| Program | Target Group |
|-------------------------|--|
| Train the Trainer (TTT) | Trainers from different BRIDGE Centers across the States & also train trainers similar kind of courses like DDUGKY, PMKVY other skill development trainers |

Activities:



Conducting the Train the Trainer (TTT) at the University campus will entail the following:

1. Train the Trainer for 4 days to 1 week
2. Learning the methods to train the students

Roles and Responsibilities:

| BOSCH | University Partner |
|------------------------------------|---------------------------------------|
| Training of Master Trainer | A dedicated class room for training |
| Train The Trainer (TTT) - Contents | Residential facility |
| Bosch Certification | Training delivery (BRIDGE Curriculum) |

Outcomes:

1. Creating a pool of highly skilled and motivated trainers

2.2 TECHNICAL TRAINERS (MID-TERM)

Need:

1. The acute shortage for trained technical trainers is a major area of concern for executing India's skill development ambitions.
2. Changing aspects of industry due to Automation & Robotic in the Industry

Aim:

1. To develop and conduct domain specific training programs
2. Access to standard training modules prepared by industry experts
3. Access to course material for developing custom-made training program
4. Course curriculum integrated with industry by means of industry visits

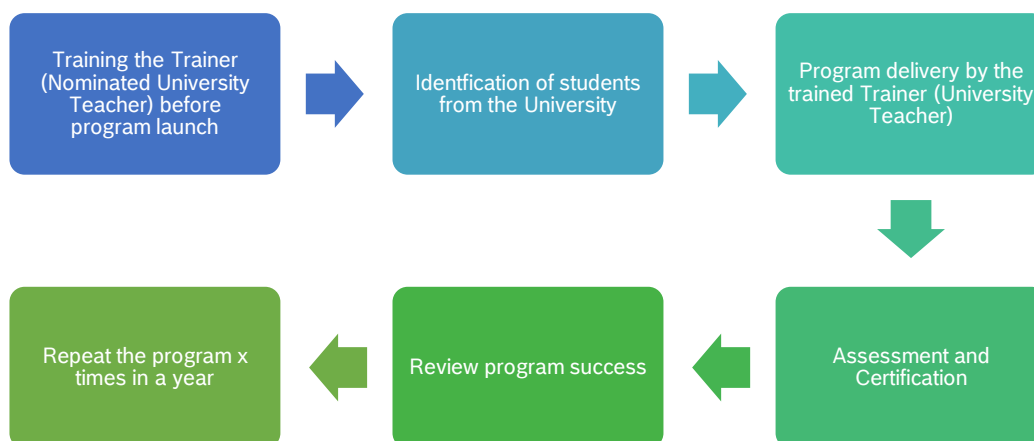
Objectives:

1. To reduce the existing skill gap (mismatch between the supply and demand of skilled technicians) by establishing industry-relevant skill development facility at technical training institutes.
2. To create and nurture opportunities for technical training institutes to engage with industry for developing :
 - a. Industry-ready technically trained students
 - b. Updated curriculum and content based on current and emerging industry requirements
 - c. A pool of trained and motivated trainers
 - d. A holistic approach for skills-based training, industry validation and certifications
3. To proactively undertake collaborative initiatives to contribute to the qualitative and quantitative improvement of technical skill development at their institutes

Target Beneficiaries:

| Program | Target Group |
|-------------------------------|---|
| Technical trainers (Mid-term) | Level 1 <ol style="list-style-type: none"> 1. The trainers who are currently running the technical training 2. Technical trainers in PMKVY, DDUGKY Centers 3. Private ITI Trainers 4. Technical Vocation trainers Level 2 Fresh Engineers who want to build their career as a technical trainers |

Activities:



Roles and Responsibilities:

| BOSCH | University Partner |
|---|-------------------------|
| Train the Trainer for the Master Trainer of the university | Technical Lab |
| Provide the course Contents | Class room for training |
| Help in linking the technical trained trainers to prospective employers | Technical trainers |
| | Execute the Program |

Outcomes:

1. A group of skills trained professionals on Technical training
2. Opportunity for the university to make this a revenue mode
3. A pool of high quality Technical Trainers

2.3 CAREER COURSES IN TRAINING & DEVELOPMENT (LONG TERM)

Need:

To fill the gap to offer Multi level degree for trainers

Aim:

Bosch aims to bring Career courses in Training & Development a unique program for trainers and for the emerging trainers by partnering with Universities.

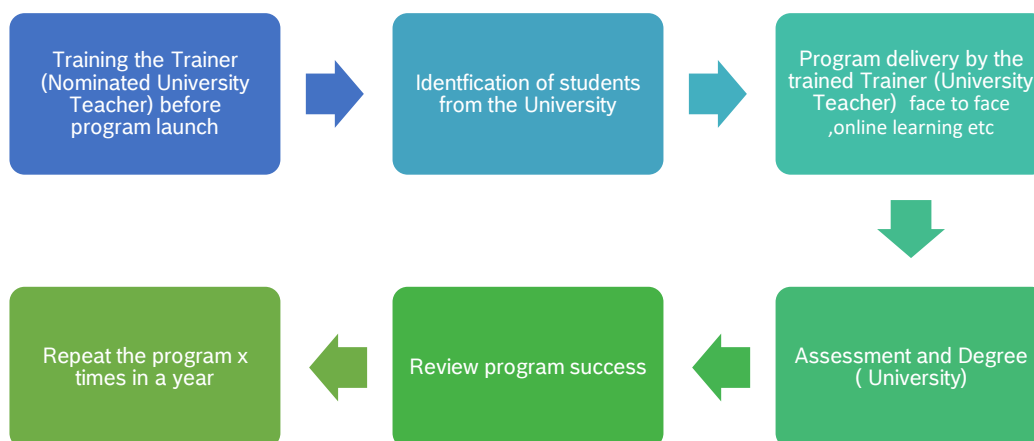
Objectives:

1. To execute the blended mode - a program for the regular MSW and MBA students to undergo the long-term training when they are yet studying in the University though that they can become a Master trainer.(online, face-to-face, assignments, project work etc.)
2. To host few face-to-face training modules for those who are already working as a trainer they can get this qualification while not attending the full time course in the University they can do it while they are in their place and come for conduct class (1 week every 4months which is 3 times a year)

Target Beneficiaries:

| Program | Target Group |
|--|---|
| Career courses in Training & Development (Long term) | <ol style="list-style-type: none"> 1. Trainers who do not have qualification in training and Development. 2. Trainers who wants to build their career through a long term training & development. |

Activities:



Roles and Responsibilities:

| BOSCH | University Partner |
|--|--|
| Train the Trainer for the Master Trainer of the university | Class room with Projector, chairs and table etc for training |
| Provide the course Contents | find the students |
| Offer course for 2years (1.5years training delivery skills& 6 months domain specific skills) | Deliver the program |
| | Certification |

Outcomes:

1. A group of trained ,qualified and certified Master trainers from the university
2. Certified degree to the trainers who successfully complete the course

3. DEVELOPING SOCIAL SERVICE PROFESSIONALS

3.1 INTERNSHIPS

Need:

To provide hands-on industry exposure to students while studying.

Aim:

Bosch aims to offer limited number of unpaid internships to Master Degree students of the university by partnering with Universities.

Objectives:

1. To offer internship opportunity to the MSW/MBA students at the BRIDGE Centers or Offer other CSR programs like Child health development, Education etc.
2. To bring in a exposure to corporate way of working CSR, which will make them to get a job in the corporate will be much easier
3. To improve the employable skills of the student by imparting in them the corporate-specific knowledge and skills on CSR especially on skill development through BRIDGE

Target Beneficiaries:

| Program | Target Group |
|-------------|---|
| Internships | MSW /MBA students of the collaboration Center |

Activities:

1. Student selection
2. Internship project scope
3. Internship certificate from Bosch



Roles and Responsibilities:

| BOSCH | University Partner |
|---|---|
| Structured internship of an high quality and those who successfully complete will be rewarded with a Certificate from Bosch | Provide the list of students as per Bosch criteria |
| | Facilitate them at the local level co- ordination to BRIDGE centers |

Outcomes:

Enhanced employability of the students with exposure to the practical way of working in the corporate company & industry exposure.

3.2 COURSES ON INDUSTRY-ORIENTED CSR

Need:

Gap in understanding the practical aspects of CSR from companies' point of view in CSR modules

Aim:

To offer an industry-oriented CSR course as an optional subject to the master degree students by partnering with Universities.

Objectives:

1. To educate them the working style of the corporates in CSR which they are ignorant.
2. To develop the curriculum as to how to do CSR in the corporates and the Knowledge and skills required
3. To offer the courses to the university professors & train them from Bosch to deliver in their university
4. Develop skill sets needed among the social work professionals seeking job opportunities in the CSR departments as compared to earlier aspirations of working only with NGO s

Target Beneficiaries:

| Program | Target Group |
|-----------------------------------|---|
| Courses on industry - oriented CS | MSW and other related Masters in social work like MA in rural development |

Activities:

1. Developing the Curriculum
2. Train the Trainers (University Teacher)
3. Provide internship

Roles and Responsibilities:

| BOSCH | University Partner |
|---|---|
| Develop the curriculum | Implanting this in their curriculum which is Bosch defined curriculum in as an optional course in the MBA program |
| Train the Trainer(University Teacher) | Identify a trainer |
| Providing Internship | |
| Value addition of Bosch by offering industry relevant curriculum and on the job opportunity | |

Outcomes:

They will become competent to get jobs in the corporates in CSR department

3.3 SOCIAL ENTREPRENEURSHIPS

Need:

The urge to develop future strategies which would provide sustainable livelihood, income and resources to the people of the community in budding entrepreneurs academically.

Aim:

1. Deliver social entrepreneurship course for those students who want to pursue self-employment
2. Joint offering of this course (Bosch and University)

Objectives:

1. To help in improving the content of the social entrepreneurship courses offered by the University by bringing the industry angle to it
2. To make it more practical and result oriented by adding value to it
 - a. Giving practical content on entrepreneurship on the ground
 - b. Helping them in setting up their enterprises by hand holding and helping them to connect with funding organisation

Target Beneficiaries:

| Program | Target Group |
|--------------------------|--|
| Social Entrepreneurships | <ol style="list-style-type: none"> 1. Students studying in the university who want to become an entrepreneur 2. Students who have completed their Master degree can come to the university and learn |

Activities:

1. Developing the practical content
2. To help them in setting up their enterprises to make them as entrepreneurs



Roles and Responsibilities:

| BOSCH | University Partner |
|---|--|
| Provide course contents | Execute this program for the students who are interested |
| Assisting them to get financial assistance | Identify a trainer |
| Helping them in setting up their social enterprises | |

Outcomes:

New social entrepreneurs will be developed

3.4 SOCIAL FELLOWSHIPS

Need:

Fellowships are an opportunity to “do something exceptional.”
Fellowships often provide you the resources, support and professional networks to pursue goals.

Aim:

1. To offer a Bosch fellowship program on CSR domain in the University for the public at large
2. To have University participation in offering part of this program or consider for certificate/ Degree (based on the fellowship program)

Objectives:

1. Include fieldwork based and with research component
2. To improve the field knowledge of the participant
3. To provide a platform for them to learn from each other as a team
4. To develop a group of professional's ultimately the high quality social professional who have a concern to solve the society's problem – Ecosystem supported by Bosch and University together
5. To provide some funds wherever necessary

Target Beneficiaries:

| Program | Target Group |
|--------------------|---|
| Social Fellowships | Those who have Completed the education Public at large |

Activities:

1. Developing the practical content
2. To help them in setting up their enterprises to make them as entrepreneur



Roles and Responsibilities:

| BOSCH | University Partner |
|----------------------------|--|
| Funding for the fellowship | Execute this program for the public at large |

Outcomes:

Program helps young people become socially conscious leaders of tomorrow and
In the process helps they discover what they are truly meant to accomplish in life

3.5 RESEARCH PAPER COMPETITIONS (FACULTY /STUDENTS)

Need:

The Research Paper competitions are to challenge students to demonstrate superior presentation skills, present their high quality research, and offer an opportunity for students to get rewarded

Aim:

1. To organize research paper competitions
2. To conduct such competitions at local or state level.

Objectives:

1. To offer an opportunity for them to write papers and present papers high quality paper – Reward by Bosch
2. To implement the additional knowledge for the benefit of the society and other stakeholders

Target Beneficiaries:

| Program | Target Group |
|--|--|
| Research paper competitions (Faculty /students) | 1.Faculty: Those who have completed their education 2.Students: To the Public at large- Students |

Activities:

Research competition concept will be designed – Practical & not theoretical
High quality papers Presenting to Bosch



Roles and Responsibilities:

| BOSCH | University Partner |
|---|------------------------|
| Research competition concept will be jointly designed by Bosch & the University | Implement this program |
| Bosch may provide reasonable funding support | |

Outcomes:

High quality research papers with new ideas which will be helpful for many stakeholders and the society

4. CAPACITY BUILDING OF NON-PROFIT SECTOR (NGOS)

4.1 Capacity building of the NGO s by offering Multi module course (To be delivered in a sustainable manner)

Need:

To strengthen an organization in order to increase its effectiveness and social impact, and achieve its goals and sustainability over time

Aim:

1. Organize capacity-building workshops for NGOs on a sustained basis
2. Host workshops for NGOs at University premises

Objectives:

To enable NGOs to better equipped for strengthening their mission through various internal and external functions

Target Beneficiaries:

| Program | Target Group |
|---|--|
| Capacity building of the NGO s by offering Multi module course(to be delivered in a sustainable manner) | NGO s /Foundations/ Non Profitable organisations |

Activities:

1. Selection of NGOs
2. Program Co-creation
3. Delivery in three phases



Roles and Responsibilities:

| BOSCH | University Partner |
|----------------|------------------------|
| Content design | Implement this program |

Outcomes:

Better equipped NGOs

5. MSME CAPACITY BUILDING

5.1 Quality/ Productivity/ Improvement Training

Need:

The Micro, Small and Medium Enterprises (MSME) in India have a significant role to generate employment where capital is scarce and labour is abundant. In order to sustain economic growth and increase exports in India making growth inclusive, it becomes quintessential to boost the potential of MSMEs who can create employment opportunities.

Aim:

Bosch aims to scale up the employment opportunities in the country by improvising the efficiency of MSMEs

Objectives:

The program lays its focus to broaden the horizons for MSMEs.

Target Beneficiaries:

| Program | Target Group |
|--|---|
| Quality/ Productivity/ Improvement Training (Short Term) (Multi modules for sustained out camp) | Local MSMEs (Blue Collared and White Collared workers, Supervisors, Managers, CEOs etc) |

Activities:

1. Program co-creation
2. Delivery in phases
3. Learning Transfer to Workplace

Roles and Responsibilities:

| BOSCH | University Partner |
|---|-----------------------|
| Provides course Contents & delivery methodology | Executing the program |
| Train the Trainers | |

Outcomes:

1. Skill development opportunity for MSME leading them to create multiple employment opportunities
2. Career building in MSMEs
3. Better productivity

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