

## **HILTI WELCOMES NEW APPRENTICES TO REALIGNED VOCATIONAL TRAINING PROGRAM**

**Schaan (FL), August 12, 2019 – Last week some 23 young people embarked on the much cited serious side of life as they began the journey of professional life. Hilti received them with additional vocational training possibilities, thereby providing enhanced training as the apprentices progress to meet future challenges.**

“It’s still not that easy to convince school graduates to embark on a technical course of vocational study. So we strengthened our emphasis on important topics in a changing professional world: digitalization and globalization. By doing so we have also strengthened the appeal of vocational training,” explains Remo Kluser, head of vocational training at Hilti.

The youths in this year’s training class can look forward to many new developments. They will see much more automated manufacturing technologies, such as 3D printing and scanning, the deployment of augmented reality and simplified forms of programming. They will also be introduced to the vocational IT environment more swiftly so that they can utilize this more effectively. A further point of emphasis is electrical engineering and technology and mechatronics, which is supported by a dedicated area in the newly-created open space room.

English comprehension is now strongly emphasized with an eye toward globalization. Beginning in the first year of training both business and technical English are being introduced based on the various levels of trainee comprehension. To better use and reinforce what has been learned, trainees will have increased interaction with English-speaking employees and representatives of the international manufacturing network. “This is also aimed at reducing any apprehensions in advance of working abroad at other Hilti locations. We want to make a point of more strongly promoting this as a possibility once the trainees have concluded their studies,” explains Kluser.

The developments will not, however, have an impact on the tried and true components of vocational training. Accepting responsibility and entrepreneurial thought and action remain central aspects of the training. In the second training year one emphasis is on independently organizing an aid project for Alpine farmers. The “junior company,” where trainees are fully responsible for managing a company, from administration to manufacturing, is a component

of the third training year. When visiting schools or at Hilti's invention day the trainees introduce children to scientific issues in an adventurous and playful manner.

The new apprentices at Hilti's Schaan headquarters begin their training in seven different specialty areas. The new class of trainees also includes three secondary school graduates who have decided to pursue a so-called "Way-up" apprenticeship instead of further scholastic studies. This track creates the possibility to complete a vocational training program in two years, instead of three, for students who have successfully completed their general secondary school baccalaureate. The plan calls for these students to attend a technical college or university after completing their abridged vocational training.

The first week of training was spent at Hilti's headquarters in Schaan, and in Malbun, Liechtenstein together with the new trainees from Hilti Switzerland. This provides the opportunity for them to become better acquainted with each other and with the company. As is customary, the first week's program was filled with various work and presentation technologies, group work and the traditional Alpine hike.

<b>Apprenticeship/training</b>	<b>New apprentices</b>
Automation specialist	1
Commercial specialist	3
Commercial specialist in the "Way-up" program	1
Design engineer	4
Design engineer in the "Way-up" program	1
Logistician	1
Mechanical technician	1
Polymechnic	9
Polymechnic in the "Way-up" program	1
Production mechanic	1



Vocational training began last week for the new apprentices of the Hilti Corporation and Hilti Switzerland.

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The Hilti Group supplies the worldwide construction and energy industries with technologically leading products, systems, software and services. With more than 29,000 team members in over 120 countries the company stands for direct customer relationships, quality and innovation. Hilti generated annual sales of CHF 5.6 billion in 2018. The headquarters of the Hilti Group have been located in Schaan, Liechtenstein, since its founding in 1941. The company is privately owned by the Martin Hilti Family Trust, which ensures its long-term continuity. The Hilti Group's strategic orientation is based on a caring and performance-oriented culture and the goals of creating enthusiastic customers and building a better future.