VOLVO

Maintenance Technician Upskilling Program

Program Overview

In response to the challenges of finding skilled maintenance personnel and preparing for an aging workforce, our company has established the Maintenance Technician Upskilling Program.

Targeting existing employees with technical backgrounds interested in maintenance and engineering, the program aims to capitalize on and expand our current capabilities, ultimately preparing participants for roles as maintenance technicians at Volvo Cars.

Spanning approximately 30 weeks with up to 16 participants each session, the program ensures participants maintain their salary, complete a 10-week internship, and culminate with a capstone project.

Program Objectives and Structure
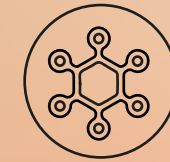
Structure

The program begins with foundational training in various technical disciplines followed by intensive practical application and project work.

Objectives

- Equip participants with essential maintenance skills, including basic maintenance, electrical/mechanical work, mechanics, automation, and robotics.

- Offer hands-on experience through a 10-week practical internship.

- Provide comprehensive training on internal processes and systems over a two-week period.

- Strategically replace anticipated 80 retirements by achieving full employment for program graduates in our maintenance departments by 2030, beginning with an immediate goal of compensating for upcoming retirements.

Business Impact

In 2023, the Maintenance Technician Upskilling Program has successfully facilitated approximately 25 new in-house job placements in Maintenance at Volvo Cars. This achievement represents a significant milestone towards the target of replacing 80 positions in 2030, and it underpins the continued effort to address the full retirement gap by 2030.

By committing to this program, we actively address the pressing challenges in hiring skilled maintenance personnel. This investment is critical as we anticipate challenges in sourcing external candidates with the requisite experience by 2030.

Our proactive strategy not only ensures we are prepared to embrace new operational processes but also secures a competitive stance in an industry grappling with similar workforce shortages.

Quantitative Impact and Business Benefits

Career Advancement

The program has successfully met its target for 2023 by placing 25 of the participants into new positions as Maintenance Technicians, significantly contributing to the objective of replacing upcoming 80 retirees in 2030, and promoting career advancement and internal mobility.
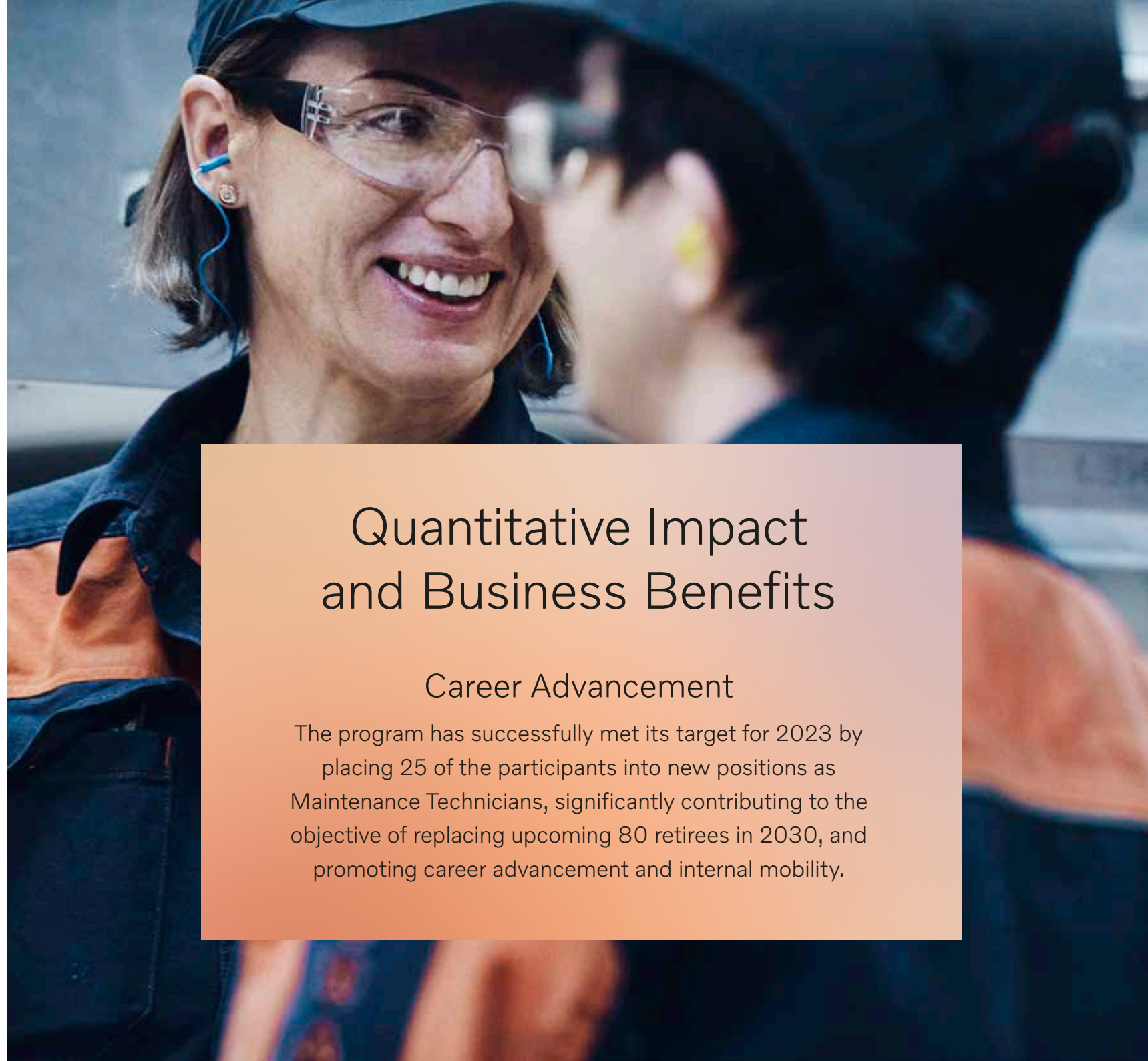
VOLVO

C++ Boot Camp
– a strategic Reskilling Program
for Emerging Software Developers

Program Overview

In response to the acute global talent shortage and rapid technological advancements, our company has prioritized strategic reskilling, particularly in critical areas such as Software Engineering.

The C++ Boot Camp is our educational initiative designed to transform professionals with minimal software development experience into competent C++ developers. This aligns with our company's strategic goals of fostering innovation and retaining essential skills.

Program Objectives and Structure

Objectives

- To reach our ambition of becoming all electric in 2030, we focus on Software Excellence meaning creating an excellent developer experience and establish toolchains supporting high performance and productivity for software engineers.

- Equip participants with fundamental software engineering skills, emphasizing C++ programming, system design, and architecture to enable them to grow into new positions as C++ Software developers and contribute effectively to our software development projects.

Admission

Candidates are selected through nominations from their departments, followed by a programming assessment and suitability interview.
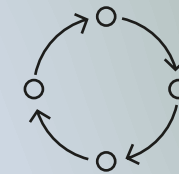
Duration and Methodology

This eight-week program includes a mix of theoretical instruction and practical application through classroom sessions, collaborative projects, and individual assignments. The curriculum starts with a foundational course in software development principles, followed by intensive training in C++ and project-based application in the latter half.

Business Impact

Talent Transformation and Retention: In 2023, the program successfully transitioned 10 engineers into software developers C++ within the company, thereby not only addressing our immediate skill gaps but also enhancing employee satisfaction and career development.

Strategic Alignment and Cost Efficiency

By investing in existing employees, we optimize our training expenditures and maximize resource utilization, ensuring a sustainable and strategic enhancement of our workforce capabilities.

Quantitative Impact and Business Benefits

Career Advancement

Post-training, 77% of participants secured new roles as software developers C++, illustrating effective career progression and internal mobility.