More inside.
More inside.

Benefits that Workplace Learning gives to Companies

Dr. Markus Guggenberger
Introduction

✓ Markus Guggenberger
✓ Prof. Dipl.-Ing. Dr.techn., MBA

✓ Fields of Expertise
  – Metrology
  – Measurement- and Testing Equipment
  – Numerical Simulation (Finite Element Methods)
  – Business Development
  – Quality Management

  – Training & Certifications
    ✓ Technical College
    ✓ FH of the bfi Vienna
More inside.
TÜV AUSTRIA is a leading, impartial and independent service provider for integrated management of safety, quality, environment and resources with international orientation.

Autonomy and impartiality are the principles of our actions in the service of safety.

We are committed to performing our services in a socially and environmentally responsible and ethical way.

Our mission is the sustainable improvement of safety and quality.
VISION & MISSION

TÜV AUSTRIA is an independent Austrian company.

✓ No external shareholders
✓ No external funding within the company
✓ No financial dividends

TÜV AUSTRIA reinvests all profits in the company.
Interests and Geographic Expansion

1872
June 11: Foundation of the "Dampfkessel-Untersuchungs- und Versicherungs-Gesellschaft a G." (DUVG)

1913
Greatest inspection company in Europe

1945
Re-foundation as Technischer Überwachungsverein Wien (35 employees)

1980
Market liberalisation and deregulation

1982
Inauguration Testing Center Vienna

1994
Internationalisation: Greece, Turkey, Romania...

1994
SHAPE Re-Organisation

2007
Foundation TÜV AUSTRIA HOLDING AG

2014
Inauguration of the EMC Test Chamber

2016
TÜV AUSTRIA Campus opens

2017
Expansion in Upper Austria

2018
Technology & Innovation Center
Industry & Energy

Plant Safety
Health and Safety
Fire Protection
Pressure Equipment
Electrical Engineering
Energy Efficiency
Explosion Protection
Calibration
Cranes, Lifts, Doors
Machinery Safety
Telecommunications / EMC
Product Safety (Consumer Products)
Process Engineering and Functional Safety
PPE
QA / QC
Damage Analysis
Acoustic Emission Testing / Advanced NDT
Special Inspection and Fitness for Service Concepts
i.e. Risk Based Inspection, Lifetime Assessment
3rd Party Inspection, Expediting
Environment Protection
Materials Testing and Welding Technology
Infrastructure & Transportation

- Lift Technology
- Automotive Services
- Construction Engineering
- Bath and Pool Safety
- Lightning Protection
- Stage Equipment
- Railway Engineering
- Cableway Inspection
- Sports and Leisure Equipment
IT Security
www.it-tuv.com

Legal Compliance

Safety Experts & Safety Technology Center

Consulting: Management Consulting,
Technical Building Services
Technology & Law
Loss Adjusting

Industry & Energy
Infrastructure & Transportation
Life, Training & Certification
Service Providers & Public
From a single source.
Development of the Workforce and Revenues 2005 - 2018

Employees 2005 - 2018

- 2005: 630
- 2010: 1050
- 2015: 1414
- 2017: 1542
- 2018: 1734

Revenue 2005 – 2018

- 2005: €61.2 million
- 2010: €103.2 million
- 2015: €149.2 million
- 2017: €180.5 million
- 2018: €206.0 million
Employee acquisition and retention…

- Has become an increasing issue
- Churn rate in industry has increased…
- As well as mobility of employees
- Employees having great expectations to a modern company
- Harder to acquire employees (in almost all fields)
Training at the TUV-Austria Academy

✓ Conventional Training Hub

✓ Offline-Training in-house at the TUV-Austria Campus

✓ In-house Online-Seminars (under the cherry tree…)

✓ Seminars for employees
  – in their field of expertise
  – Mandatory certifications for certain types of expertise (pressure vessel inspectors,..)
  – For personal development
  – All for free
More inside.

Rethinking education and workplace learning

Dr. Markus Guggenberger

www.tuv.at
Rethinking education and workplace learning

✔ A key to the twenty-first century,
  – learning throughout life will be essential,
  – for adapting to the evolving requirements of the labour market and
  – for better mastery of the changing times frames and
  – rhythms of individual existence.

✔ Source: Revisiting Lifelong Learning for the 21st Century, UNESCO.
Rethinking education and workplace learning

✓ Learning is both an individual and a social process.

✓ While learning takes place at the individual level with the interplay of cognitive, emotional and physical elements, the learning process is very much shaped by the environment in which the learner finds himself.

✓ Learning environments are not static and constantly pose new challenges to the learner.

✓ Source: Revisiting Lifelong Learning for the 21st Century, UNESCO.
Revisiting Lifelong Learning for the 21st Century, UNESCO.
Redefining Workplace Learning

✓ The redesign features a paradigm shift towards six rubrics of learning:

✓ Collaboration
✓ Knowledge Building
✓ Self-regulation
✓ Real-world problem-solving
✓ The use of ICT for Learning
✓ Skilled communication

Investing in the Future: Innovation @ Workplace Learning

nexthorizon
TÜV AUSTRIA Group

Cyber Security
Internet of Things
Industry 4.0
S³ Lab

innovatüv
TÜV AUSTRIA Group
NEXT HORIZON → Digital Acceleration Incubator at TÜV AUSTRIA Group.

Three pioneer areas installed at the NEXT HORIZON Lab with new technologies and methods for developing future services and innovations.

- **Industry 4.0**
  - Safety Concepts for Production Systems

- **Automated Driving**
  - Integration of Safety & Cybersecurity

- **Internet of Things**
  - Cybersafety & Digitized Testing
Strategy Development for operative Units

Cooperation with Research, Universities and Industry

Pilot Projects, Development of new Services
NEXT HORIZON ➔ Digital Acceleration Incubator at TÜV AUSTRIA Group.
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Service Design Thinking

Co-Working Space

Pioneers

Open Innovation
Next Generation

Arouse curiosity, networking, encourage innovation, enable new opportunities in the areas of technology and natural sciences.

The commitments of the TÜV AUSTRIA Group for Austria's Next Generation:

✓ TÜV AUSTRIA Kids
✓ TÜV AUSTRIA Science Scholarship
✓ TÜV AUSTRIA Science Award

This is our contribution to the future. A worthwhile investment. With Safety.
For the little ones, with our Action TÜV AUSTRIA Kids we introduce them to technology in practice and arouse their curiosity in elementary schools. Currently, we are developing electrical testing devices with pupils of the 4th grade.
Our TÜV AUSTRIA Science Scholarship supports young researchers with their scientific academic work focused on safety, quality and environment topics.
With the TÜV AUSTRIA Science Award, we honor creative and innovative College projects and award theses and dissertations and also examples of corporate practice. The Science Award comes with a €15,000 endowment.
Benefits from all our efforts

✓ Training on the Job with colleagues on distinct projects

✓ Spin-off of new Fields of Business

✓ Increase of employee retention time

✓ Strong Brand-building – internally and externally
Benefits from all our efforts

✓ Fostering identification with the company for employees

✓ Improved personnel wellbeing

✓ Employee satisfaction has increased in the last years by 7-10% annually (annual company employee survey)

✓ Accelerated (non-linear) career paths
Simply safe.

More inside.

Thank you for your attention!