

APPRENTICESHIP TRAINING
WITH A FUTURE



**OUR TRAINEES
ARE HIGHLY
MOTIVATED**

Bachem performs vocational training for a number of different occupations. In 2020 twelve new trainees began their apprenticeships for the Swiss Federal Certificate of Proficiency at headquarters in Bubendorf as laboratory technicians, commercial specialists, IT specialists and logistics specialists.

Bachem has been supporting and promoting apprenticeship training since the company's founding. The first apprentice, who completed his training for the Federal Certificate of Proficiency as a chemical laboratory technician in 1979, will celebrate 45 years with the company in 2021. Today he is one of two trainers at the corporate apprenticeship lab. Since his successful completion, over 300 young men and women have trained at Bachem Bubendorf and Vionnaz as chemical/pharmaceutical technologists, chemical lab technicians, IT specialists, commercial specialists, logistics specialists and general mechanics.

The commitment to vocational training is based on fundamental values. The company lives up to its social responsibilities by helping trained specialists launch their

careers. As a training facility, Bachem supports and challenges the workforce and brings together different generations in the same work processes. Giving trainees the opportunity to perform demanding tasks in on-the-job training programs in production enriches their learning experience, promotes diversity and contributes significantly to Bachem's corporate culture.

At headquarters in Bubendorf, Bachem runs an in-house training laboratory with two full-time trainers. Outside of Bachem, chemical lab tech trainees only attend specialized vocational school classes. All other classes are taken alongside peers in the training lab – in close proximity to the production organizations where on-the-job practical training programs are held. Nearness to the

production facilities along with numerous social events and camaraderie among classmates builds a sense of belonging and teamwork.

Bachem looks back with pride on 45 successful years of vocational training – successes both in training career starters and also in hiring them when their training is complete.

A large proportion of trainees who have completed their apprenticeships stay and grow further with Bachem. Many former apprentices who undertake external training such as specialized courses, higher technical college, technical university studies university degrees and even dissertations return to Bachem. After the early years of their successful careers, many former apprentices get involved in vocational training themselves, supporting trainees as line managers during the next generation's apprenticeships. These trainers make up the backbone of the vocational training program.

At the beginning of the vocational training at Bachem, the focus was exclusively on training laboratory occupations. Over the years the training spectrum has grown broader and more diverse. Bachem is following this evolution with full conviction. For the company, in-house training is a key tool for meeting a high, steadily growing need for skilled labor. In apprenticeship vocational training, Bachem can influence the professional and cultural agenda while aligning training content flexibly with future needs.