



# CASE STUDY



**Subject area:**  
Industrial Digitalization

**Industry:**  
Industrial sensor technology, explosion protection

**Language:**  
English

The successful **establishment of the digital agenda** has enabled the **digital transformation** at Pepperl+Fuchs to be systematically driven forward both internally and externally.

Over **2600 learners** now speak a common language.

Upskilling was carried out with the help of **online courses and digital labs** and showed the high **completion rate of 80%**.

## STARTING POSITION



## PROJECT GOAL

### **Setting up a "Digital Agenda"**

To systematically drive the digital transformation at Pepperl+Fuchs, both internally and externally, the Digital Agenda was introduced. This went far beyond product and process innovation and included further training for employees.

### **Need for basic digital understanding and expert knowledge**

Pepperl+Fuchs needed a basic digital understanding for employees all over the world so that a common digital language could be spoken and, depending on the function, expert knowledge was needed in certain groups.

### **Online courses on industrial digitalization**

The P+F Digital Curriculum learning program supported and accompanied the company-wide digital transformation and provided employees with essential knowledge and skills for industrial digitization in online courses.

### **Project management by CEO and Steering Committee**

The training program was commissioned and led by CEO Dr. Gunther Kegel himself. Additionally, a steering committee was formed, which included Benedikt Rauscher as a representative of the specialist department and Frank Wienecke, as head of HR.

# PROJECT SCOPE & DURATION



## Design Workshop

October 2018

The P+F Digital Curriculum started in October 2018 with a design workshop to define the scope.



## Curriculum Creation

October 2018 – June 2019

In the following months, the curriculum was developed by University4Industry in collaboration with experts from Pepperl+Fuchs, and each part of the curriculum was tested with a pilot group and improved in an agile manner.



## Active Learning Phase

June 2019 – June 2021

The active learning phase of the P+F Digital Curriculum lasted two years, from June 2019 to June 2021. During this period, over 3000 employees worldwide had access to the training.

# THE LEARNING PROGRAM

 **60hours**  
Content

## The learning program „P+F Digital Curriculum“

In five online courses, the curriculum first provided an overview of digital transformation at Pepperl+Fuchs, and then introduced various application examples and basic technologies in a total of 31 additional courses.

 **36**  
Courses

## The course content

The courses represented a combination of general content that was already available at University4Industry, company-related specialist knowledge, and examples from Pepperl+Fuchs. This was to ensure that employees could apply their knowledge directly in their work environment.

 **10**  
Target groups

## Different scope of learning per target group

Each learner was assigned to 1 of 10 target groups at Pepperl+Fuchs. In total, the learning program consists of about 60 hours of content, with 6 to 21 courses recommended for each learner, depending on their target group.

# SUCCESS STORY

The Digital Agenda has been established at Pepperl+Fuchs and employees speak a common language.



80%

completion rate



2.600

active learners

22.000

started courses



17.000

finished courses



90%

satisfaction



HIGHLIGHT



The P+F Digital Curriculum included “digital labs”, where employees had remote access to Pepperl+Fuchs hardware to familiarize themselves with new connectivity standards such as IO-Link, OPC UA, and MQTT. In particular, the courses designed in close connection to the actual working environment and everyday life of the learners were highly regarded by learners and contributed significantly to the success of the program.





## Dr. Gunther Kegel

CEO OF PEPPERL+FUCHS,  
PRESIDENT ZVEI

“

The ‘Digital Curriculum’ is the largest and most extensive training project that Pepperl+Fuchs has ever carried out. The concept of this e-learning platform was individually tailored to Pepperl+Fuchs. This meant that we were able to sensitize and even inspire our employees worldwide for the topic of digital transformation - an enormous benefit for us as a driver of Industry 4.0 solutions. Our employees now act as multipliers for one of our central focus topics, and we also ‘live’ digitization in the company itself.

”



## Frank Wienecke

Director Human  
Resources Development  
and Organizational  
Development

“

We regard the program as a success and, as far as we can tell, we accomplished our goal. Our employees now speak a common digital language and are ready to tackle new tasks.

”



# OUR CLIENT



Pepperl+Fuchs is one of the leading companies in the automation industry and a pioneer in its markets worldwide due to its groundbreaking technologies. For both conventional and future applications, the Mannheim-based company offers a comprehensive portfolio for factory and process automation and innovative solutions for the challenges that come with industry 4.0. The company was founded in 1945 and employs more than 6,000 people worldwide today.



Since the founding of University4Industry (U4I) in 2015, it is Jan Veira's and Dr. Wolfgang Huhn's mission to efficiently empower companies and their employees for the challenges of the future. Their comprehensive support of leading companies has proven that reskilling and upskilling are only successful through company-specific competence building. The expertise of the established B2B company with its headquarters in Munich is built on a team of 40 people, more than 1,000 experts, and over 120 partner institutions and is constantly growing. Following the motto "Learn in order to act", U4I supports 4 out of 5 German automotive manufacturers, 7 out of 15 DAX companies as well as 3 of the 5 largest German mechanical and plant engineering companies today and aims to be the leading partner for company-specific competence building.

CONTACT US IF YOU ARE INTERESTED IN CORPORATE LEARNING

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