

Porsche creates global opportunities for young professionals

26/11/2025 Theresa Boyle serves as Project Lead for Porsche's international training initiative, PAVE – a program dedicated to promoting social responsibility and securing the next generation of skilled professionals. In this interview, she shares insights into why the social dimension of sustainability is a strategic priority for Porsche, and how PAVE actively contributes to advancing these values.

Theresa, what makes sustainability especially important to you?

Theresa Boyle: For me, sustainability means taking responsibility – for the environment, society, and especially for leaving our children a fair, intact world. Personally, the social dimension of sustainability is particularly important to me. This includes topics like equal opportunities, participation, and inclusion. When we think about sustainability in a holistic way, it's not just about ecological goals, but also about contributing to social justice. The opportunity to engage directly with these important topics through Porsche's PAVE initiative makes my role at Porsche particularly fulfilling. It gives me the opportunity to

grow both professionally and personally while contributing to meaningful societal challenges.

What is the"PAVE"initiative about?

Boyle: PAVE stands for "Porsche Aftersales Vocational Education" and is a global training program that was initiated in 2008 in collaboration with the NGO "Don Bosco in Manila" in the Philippines. As part of the sustainability strategy field "Partner to Society," it demonstrates how Porsche actively takes social responsibility. Within the framework of PAVE, we develop and implement, among other things, worldwide initial vocational training programs according to German standards. After successful completion, the trainees receive an internationally recognized certificate that attests to their professional knowledge and skills. With this qualification, young adults can start their careers internationally within the Volkswagen Group dealer network. In this way, they have the chance to gain employment, while Porsche and the Volkswagen Group secure highly qualified junior professionals.

What led Porsche to start this project?

Boyle: PAVE was created to address the global shortage of skilled workers while simultaneously taking social responsibility. Education is a core element of sustainable development for Porsche. With the program, we also actively increase the appeal of technical vocational careers and strengthen craftsmanship. A future-ready society needs people who are well-educated, contribute to new technologies, develop viable solutions, and take responsibility. At the same time, we aim to make technical professions more attractive for women, thereby promoting diversity and equal opportunities.

What does training at PAVE look like in practice, and how does it differ from traditional training programs?

Boyle: Our specially developed training content is based on a practice-oriented concept that is aligned with the future requirements of the automotive industry. The training takes place in a dual system and enables action- and competence-oriented learning. For us, the teachers are crucial contributors, as they impart knowledge and enable transfer of skills. Methodology, didactics, as well as the latest content are also further strengthened in teacher competence centers. In addition, we support the development of modern learning environments on site. PAVE thus stands for high-quality, future-oriented education and trains for the workforce of tomorrow, which is shaped by digital transformation, e-mobility, and technological structural change, particularly in the Aftersales sector.

How are sustainability aspects integrated into the various PAVE projects?

Boyle: Sustainability is not a one-time project step for us, but a continuous principle that guides us strategically and operationally. In doing so, we follow the approach "Think global, act local": our global goals are implemented at the local level. This is achieved through close, long-term collaboration with local partners, who best know the respective needs, structures, and potentials and support us on site. Our projects are designed to achieve a concrete impact. We rely on performance indicators, regular monitoring, and transparent reporting to make progress visible and to derive and implement

improvements in a targeted and timely manner.

In which countries does PAVE already operate?

Boyle: Over the past 17 years, PAVE has grown strongly not only in terms of content but also geographically. What began in 2008 with the first location in Manila, Philippines, is now an international educational platform with locations, among others, in Mexico, South Africa, China, Saudi Arabia, and increasingly in Europe. Each of these locations brings its own challenges, but also great potential, and we continuously adapt our program to the local requirements and educational standards.

What is your impression of the PAVE graduates, and what can we learn from their experiences?

Boyle:I have already had multiple opportunities to speak with trainees and graduates of the PAVE program – and each of these conversations has deeply impressed me. Seeing how young people gain a career perspective, build more self-confidence, and develop personally through the program is incredibly rewarding. I often notice that their success goes far beyond the individual and can strengthen entire families or even local communities. One statement from a student has stayed particularly in my memory: "Education is the key to success. But you also need someone who believes in you." That is exactly what PAVE is about: empowering people professionally and personally and preparing them for the future.

What are your plans for the future?

Boyle: For the coming years, we want to continue scaling our projects globally while at the same time anchoring them even more specifically locally. Our focus here remains on securing skilled workers, sustainability, and societal needs. This is about achieving long-term and measurable results through established and new partnerships and further developing our program. Particularly important to us is that we not only implement proven solutions, but also develop new approaches together with our network, which are above all results-oriented, future-oriented, and sustainable. Overall, I wish that we continue shaping sustainability as a collective task across industries and country borders, creating added value – both for Porsche as a company and for society – while at the same time continuing to explore new paths.

Info

In the interview series "Perspectives on Sustainability", Porsche employees talk about their specialist subject areas. The interview with Theresa Boyle is part 19 of the series.

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