

Interview with our HR Manager in Haßfurt Ms. Nadine Müller from Haßfurt:



Can you tell us a bit about your company's area of activity?

The Schlemmer Group has more than 2,300 employees around the world who generated revenues of 270 million euros in 2014. At 21 stationary production sites in 18 countries and one mobile production facility, the company develops, manufactures, and distributes cable protection systems for automotive and industrial applications at 61 locations worldwide. Other business segments are connection systems with screw technology, mechatronic systems with probes and sensors, air and fluid systems with media-conveying conduit systems, and electrical installation systems with device and connection sockets. The Schlemmer ecotech line, featuring solar absorbers and energy fence solutions, is devoted to environmental technology.

More information at:
www.schlemmer.com

Schlemmer Group on Facebook:
<https://www.facebook.com/schlemmer.group>

How many employees work for you? Does your company have other locations?

At present, about 220 employees work for us in Haßfurt.

The headquarters of the Schlemmer Group is located in Poing near Munich. In Germany, Schlemmer has additional sites in Berlin and Ditzingen. Other Schlemmer Group locations are found in Asia, America, Africa and Australia.

What training professions are included in your apprenticeship program? How many apprentices do you have at present?

In Haßfurt, we offer pupils the opportunity to learn the following qualified professions:

- ↔ Process mechanic (m/f)
- ↔ Machine and systems operator (m/f)
- ↔ Office management clerk (m/f)

We currently have seven apprentices working here in Haßfurt.

Are there special programs for apprentices apart from the training itself, and if so, what are they?

Yes, there are. Our apprentices have an opportunity during their training to attend advanced seminars at the SKZ (South German Plastics Centre).

In addition, we organize get-togethers and excursions for apprentices. What is more, our apprentices help out at the Haßfurt Street Festival.

What are the chances of apprentices being hired after their training, or rather what opportunities are offered for advanced education?

The chances of our apprentices being hired by Schlemmer are very good. In recent years nearly all apprentices were offered a permanent job as long as they passed their final examination.

We also provide personal career planning for our employees and promote training courses for master craftsmen and/or technicians.

What interests and character traits should your apprentices have? Is there any prior knowledge that is important?

Our apprentices should by all means exhibit commitment and enjoy learning. In addition, reliability and a willingness to work are very important to us. Successful collaboration also calls for good communication skills and an ability to work in a team. A certain technical understanding and manual dexterity are also an advantage in technical occupations.

Now a few questions on the subject of applications. What is important to you in an application for an apprenticeship position?

First, the application documents must be complete. They should include a cover letter, a CV, and the most recent school certificates. The CV should be complete, with brief notes illustrating the candidate's education and practical experience so far. In the cover letter, it is important to us to make a clear reference to our company and explain the candidate's suitability and motivation.

Do you prefer applications by mail or email? What should candidate's watch out for?

We have set up a tool on our website where candidates can upload their documents without a lot of trouble to ensure a fast and easy application process. Basically, though, we have nothing against submitting applications to us by mail or by email to career@schlemmer.com.

How should a candidate behave during the job interview in order to have a good chance of getting an apprenticeship position with you?

The candidate should by all means act self-assured and natural. A candidate who shows interest in our company and our products will definitely make a positive impression on us.