

**Press release**

Syntegon Technology

**Syntegon at Crailsheim: Fresh crop of trainees off to a good start in 2023**

- Twelve apprentices started their training at Syntegon in Crailsheim on September 1
- Company fills all apprenticeship slots in mechatronics, industrial mechanics, and technical product design
- Further apprenticeships and dual work/study programs planned for next year
- Trainees appreciate the hands-on focus and supportive environment

Crailsheim, September 5, 2023. Twelve apprentices embarked on their first year of training on September 1 at Syntegon in Crailsheim. Apprenticeships at this pharmaceutical plant engineering site run for around three-and-a-half years. Trainees who excel can shave time off the program to complete it in just three years. "This year, we managed to fill even more apprenticeship slots than we had originally set out to offer. We need bright minds and young talent at the company and are delighted to welcome on board one prospective technical product designer, five fledgling mechatronics technicians, and six budding industrial mechanics," says Laura Straub, the HR manager at Syntegon in Crailsheim responsible for vocational training.

Syntegon offers apprenticeships in various technical and commercial professions across Germany. The Crailsheim site currently has 40 apprentices enrolled in technical vocational training programs. They are part of the company's internal staffing drive, which goes to meet its great demand for qualified employees. Straub says that this is why the company will yet again offer apprenticeship slots in industrial mechanics, mechatronics, and technical product design next year. It is also going to pursue a dual work/study program in cooperation with the Baden-Württemberg Cooperative State University (DHBW) in Mosbach.

**Targeted training for specialists**

Syntegon is taking action to meet the increasingly challenging demands of mechanical engineering. Modern systems combine mechanical and electronic components with programmable controls. It takes trained personnel to deal with these sophisticated machines. A solid but challenging training program centered on state-of-the-art technology awaits the twelve newcomers at Crailsheim. The agenda calls for extensive basic training to cover all areas. Syntegon also puts a premium on practical experience. For some trainees, this marks the start of their careers. Others joining the company have previous experience. But to complete this training, all will have to show a great deal of initiative from day one – and that includes contributing to actual customer projects. As a bit of an incentive at the start of the apprenticeship, the company gives every newcomer a tablet computer.

According to Ann-Kathrin Baumann, HR manager at Crailsheim, working together on an equal footing from day one is a cornerstone of the company's work culture: "Syntegon is all about open and fair communication – with our customers and with

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one another. The same goes for our trainees. As fully-fledged coworkers, they contribute significantly to our company's success right from the start." This approach is paying dividends: Ten of the 13 trainees in this year's graduating class performed so well that they were able to shave time off their training and complete the program in just three years. This sends a clear message in praise of the work culture and training at Syntegon.

### **Bright post-training career prospects**

Crailsheim offers secure jobs to apprentices who complete the program. Laura Straub says, "We are proud to say that we take on more than 90 percent of our apprentices because of their performance. Although some choose to continue their education, we still have great options to offer them such as part-time work while our assembly technicians undergo training. The company also covers some of the costs."

### **Focus on team spirit**

Syntegon is keen to integrate newcomers into the team from the moment they join the company. This is why the first few days focus on team-building alongside conveying technical fundamentals, familiarizing newcomers with the company, and settling them in to the new environment. The company's on-boarding program has a lot to offer junior staff: The one-week team-building seminar in Schwangau in the Allgäu region is certainly a highlight. This is where newcomers get to know and understand one another and themselves better amid a mountainous landscape that sets the stage for fun, games, plenty of exercise, and lots of fresh air.

Next comes the first work experience on site with the plants' workforce. "We support young people on their quest to become team players who perform well and act responsibly in the company's best business interests. To this end, we convey future-focused, practical-minded technical knowledge and promote creativity, flexibility, and mobility," says training manager Bernd Schüller.

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### **Images**



New trainees are fully-fledged members of the Syntegon team from day one.

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## About Syntegon

Processing and packaging for a better life – this is what 5,800 Syntegon employees work for every day. Be it with individual machines, systems, or services, Syntegon helps its customers in the global pharmaceutical and food industries to improve people's lives. The company, which is headquartered in Waiblingen, Germany, looks back on more than 160 years of experience and achieved annual sales of 1.4 billion EUR in 2022. In the pharma sector, the company's intelligent solutions enable the safe and high-quality production, processing, filling, inspection, and packaging of liquid and solid pharmaceuticals. In the food industry, Syntegon's flexible and reliable technologies produce and pack confectionery, dry food, frozen food, and dairy products. With 1,100 service experts and a comprehensive service portfolio throughout the entire machine lifecycle from spare parts management to digital line optimization, Syntegon lays the foundation for smooth production processes for all customers. More than 35 sites in almost 20 countries keep a firm eye on Syntegon's impact on the environment and society. Syntegon is a leader in the development of sustainable packaging solutions, reduces the energy consumption of its machines and pursues ambitious goals to lower its emissions. [www.syntegon.com](http://www.syntegon.com)