

A JOHN DEERE COMPANY



**WIRTGEN GROUP**



# VOCATIONAL TRAINING

at the WIRTGEN GROUP

CLOSE TO OUR CUSTOMERS



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# WELCOME TO THE TECHNOLOGY LEADER.

The WIRTGEN GROUP is a group of companies active in the global construction machinery industry. The members of our group are WIRTGEN, VÖGELE, HAMM, KLEEMANN, and BENNINGHOVEN, five successful German product brands with their headquarters and factories in Germany, subsidiaries in Brazil, China, and India, and a multitude of sales and service organizations around the world. Our brands develop, manufacture, and market machines, equipment, and systems for the construction industry. The company group currently employs around 9,000 people around the world. The WIRTGEN GROUP is proud to be a strong part of the John Deere Construction & Forestry Division.

## OUR GERMAN BRAND HEADQUARTERS ARE LOCATED HERE:

- WIRTGEN GmbH, Windhagen (Rhineland-Palatinate)
- JOSEPH VÖGELE AG, Ludwigshafen (Rhineland-Palatinate)
- HAMM AG, Tirschenreuth (Bavaria)
- KLEEMANN GmbH, Göppingen (Baden-Württemberg)
- BENNINGHOVEN GmbH & Co. KG, Wittlich (Rhineland-Palatinate)

The strong presence of the WIRTGEN GROUP subsidiaries and an extensive international network of dealers guarantees our customers in all markets fast and efficient on-site service whenever and wherever it's needed. True to the WIRTGEN GROUP value proposition: CLOSE TO OUR CUSTOMERS.

## WHAT WE STAND FOR:

The WIRTGEN GROUP stands for clearly formulated values. In our role

as a specialist provider of multiple technologies and partner to our customers, we focus on assuring every customer's long-term success – innovatively and reliably.

## WHAT MORE COULD YOU WANT?

We leave no wish unfulfilled. With five strong brands, we cover the entire road construction process chain: processing, mixing, paving, compacting, and rehabilitation. All of this from a strong team and our highly-specialized, market-leading product brands:

WIRTGEN is the market leader for milling machines and recyclers in road construction and offers slipform pavers and surface miners with best-in-class quality and technology.

VÖGELE is the global market leader and sets the trends in the industry with a complete range of road pavers, screeds, and feeders.

HAMM is the specialist for rollers and leads the field in asphalt compaction.

KLEEMANN is the global technology leader in the market for mobile crushing and screening plants.

BENNINGHOVEN builds the world's leading asphalt mixing plants.

Sustainability is an integral component of our corporate strategy: [www.wirtgen-group.com/sustainability](http://www.wirtgen-group.com/sustainability)

**KLEEMANN**  
Göppingen  
(Baden-Württemberg,  
Germany)

**WIRTGEN**  
Windhagen  
(Rhineland-Palatinate,  
Germany)

**BENNINGHOVEN**  
Wittlich  
(Rhineland-Palatinate,  
Germany)

**VÖGELE**  
Ludwigshafen  
(Rhineland-Palatinate,  
Germany)

**HAMM**  
Tirschenreuth  
(Bavaria, Germany)



# VOCATIONAL TRAINING IN A STRONG TEAM.

Vocational training is a top priority in our company. The WIRTGEN GROUP employs several hundred trainees at the German headquarters alone, and more than a third of our highly-qualified workforce has been trained in recognized training occupations within the company group.

Our mission: to train tomorrow's workforce in our own companies - this is a worthwhile investment in a secure future for both sides, as the constant growth of our company group has so far enabled us to offer nearly all of our trainees a permanent position after completion of their training.

## A PERFECT FIRST STEP ON THE CAREER LADDER.

Whether through assignments in the individual departments, in-house advanced training courses, and interdisciplinary projects, we help you to learn more during your vocational training program than just the specialist knowledge you'll need for your future career. Our team of full-time career coaches and trainers ensures that you get the best possible training.

## THE WIRTGEN GROUP IS THE RIGHT PLACE FOR YOU IF:

- You are fascinated by our machines and innovative technologies
- You can complete the tasks assigned to you reliably, carefully, and diligently
- You enjoy learning and are prepared to take responsibility for yourself and your work
- You are already a dedicated team player or want to become one

> Learning in a team is not only more successful, it's also much more fun.





> **Are you technically-minded and would like to do a hands-on job?** Then send us an application for vocational training in a recognized industrial-technical training occupation. We have a wide range of training options that could interest you.



> **Are you interested in the complexities of business and commerce and equally good at reading, writing, and mathematics?** Then training for a career in business or administration could be just the thing for you.

# AN OVERVIEW OF OUR RECOGNIZED TRAINING OCCUPATIONS.

## RECOGNIZED TRAINING OCCUPATIONS / INDUSTRIAL-TECHNICAL

Electronics Technician (m/f/d)	✓			✓	✓
Warehouse Logistics Specialist / Skilled Warehouse Operator (m/f/d)	✓	✓		✓	
Metal Technology Specialist* (m/f/d)	✓			✓	✓
Vehicle Painter (m/f/d)	✓			✓	
Industrial Electrician** (m/f/d)	✓			✓	
Industrial Mechanic** / Mechanical and Plant Engineering (m/f/d)	✓	✓	✓	✓	✓
Construction Mechanic / Steel and Metal Construction (m/f/d)	✓			✓	✓
Mechatronics Technician (m/f/d)		✓	✓	✓	
Technical Product Designer (m/f/d)	✓		✓	✓	
Metal Cutting Mechanic* (m/f/d)	✓			✓	
Dual Study Programs	✓			✓	✓

## BUSINESS AND ADMINISTRATIVE

Industrial Management Assistant (m/f/d)	✓		✓	✓	✓
Computer Science Expert / System Integration (m/f/d)	✓				
Management Assistant / Freight Forwarding and Logistics Services (m/f/d)					✓
Dual Study Programs					✓

✓ WIRTGEN    ✓ VÖGELE    ✓ HAMM    ✓ KLEEMANN    ✓ BENNINGHOVEN

\* both specializations can be combined in a hybrid training program (location-dependent)  
\*\* both specializations can be combined in a hybrid training program (location-dependent)  
The benefit for you: qualification in two in recognized training occupations within 4 to 5 years (location-dependent)



# YOUR TRAINING WITH US.





# INDUSTRIAL-TECHNICAL TRAINING

## YOUR CAREER OPPORTUNITIES IN DETAIL.

### ----- ELECTRONICS TECHNICIAN (EQUIPMENT AND SYSTEMS) (M/F/D) -----

- ✓ Electronics technicians produce schematics and documentation for the production of electronic equipment and systems, document the process, install and configure programs, select appropriate mechanical, electrical and electronic components, perform any required adaptations or adjustments, and install them in equipment and systems. Your training will take place in various parts of the company, for instance in the electrical workshop and in final assembly.

**Length of training:** 3.5 years



### ----- INDUSTRIAL ELECTRICIAN (M/F/D) -----

- ✓ Industrial electricians for equipment and systems work on, install, and connect up mechanical and electrical components and assemblies, and construct and assure the correct functioning of electronic components, equipment and systems. They analyze and check electrical components according to strict quality assurance guidelines and assure their compliance with all relevant safety regulations.

**Length of training:** 2 years

### ----- ELECTRONICS TECHNICIAN (AUTOMATION SYSTEMS) (M/F/D) -----

- Electronics technicians for automation systems set up, program, test, and repair automated systems. In the course of constructing automated systems, you will install sub-assemblies for electronic and electrical control and regulation as well as pneumatic, hydraulic, and electrical power train systems.

**Length of training:** 3.5 years

### ----- ELECTRONICS TECHNICIAN (INDUSTRIAL ENGINEERING) (M/F/D) -----

- Electronics technicians for industrial engineering ensure that electrical systems are correctly installed and maintained. They produce drafts for the electrical installations of machines and corresponding automated systems. They organize the assembly of systems and monitor the work of third party service providers and other contractors.

**Length of training:** 3.5 years



### ----- WAREHOUSE LOGISTICS SPECIALIST / SKILLED WAREHOUSE OPERATOR (M/F/D) -----

- ✓ Almost all areas of a company require the services offered by a Warehouse Logistics Specialist. Logistics specialists play a decisive role in logistics processes from goods received to the dispatch of goods by the shipping department. All workspaces are equipped with state-of-the-art IT technology that is an integral component of the day-to-day work. In logistics, there are various forms of warehousing and equipment. Various different types of handling equipment are used for the movement and storage of goods in warehouses (e.g. stacker trucks and tractors). As all materials and goods required for manufacturing our products pass through logistics, procedures and processes must be constantly reorganized to cope with changing demand.

**Length of training:** 2 to 3 years (location dependent)

### ----- METAL TECHNOLOGY SPECIALIST (M/F/D) -----

- ✓ Metal technology specialists are responsible for ensuring that sufficient supplies of components are available at the production machines in order to guarantee maximum machine utilization. They also play a role in the assembly of final products. Above all, they must possess practical abilities: They must be skillful and dependable, and must always carry out the tasks assigned to them with absolute precision. You will learn how to work from technical drawings, how to handle manual and CNC controlled machines, and the use of high-end laser cutters and other advanced cutting technologies. In final assembly, you will work in a team on the construction of complex construction equipment from prefabricated parts, check the finished products, and confirm their operational readiness.

**Length of training:** 2 years



### ----- VEHICLE PAINTER (M/F/D) -----

- ✓ The tasks of a vehicle painter include surface preparation, priming, and coating of all kinds of vehicles and components. They work with fully-automated, computer-controlled painting lines, which they set up, operate, and monitor. They play a decisive role in assuring the premium look and unmistakable quality of our products. Above all, vehicle painters must possess practical skills, as well as being skillful, dependable, and committed to carrying out the tasks expected from them with absolute precision. In the course of your training, you will acquire new skills and knowledge in specialized departments such as our paint shop with a paint line for large components and a continuous paint line, as well as in finishing and quality assurance.

**Length of training:** 3 years







### MECHATRONICS TECHNICIAN (M/F/D)

- As a Mechatronics Technician, you will work in multiple disciplines in the areas of mechanical and electrical engineering, electronics, and informatics. You will construct functioning units combining mechanical, pneumatic, hydraulic, electrical, electronic, and IT systems on the basis of construction drawings and circuit diagrams. In the course of this work, you will produce individual components and assemble them in the form of systems and equipment. You will commission the systems, program them, or install the appropriate software. If the need arises, you will maintain, repair, or reconfigure mechatronic systems.

**Length of training:** 3.5 years



### CONSTRUCTION MECHANIC / STEEL AND METAL CONSTRUCTION (M/F/D)

- With their manual skills, construction mechanics work with sheet metal, metal profiles, and tubes and assemble them according to the specifications in technical drawings and plans to create complete steel structures. This occupation predominantly involves preparatory work for steel construction, the use of various spot and final welding methods, and finishing prior to construction. The production of high-strength welds, which are an indispensable mark of quality, is undertaken manually or with the aid of state-of-the-art welding robots.

**Length of training:** 3.5 years

### INDUSTRIAL MECHANIC / MECHANICAL AND PLANT ENGINEERING (M/F/D)

- Industrial mechanics are skilled in the tasks required for installing subassemblies or assembling complete machines. They can, for example, make use of their acquired knowledge and skills in customer service for the commissioning or repair of machines. In our company, industrial mechanics are employed in the areas of repairs and maintenance, production and assembly, and in customer service. You will manufacture components from various materials. In assembly, you construct subassemblies from the components and install them in our road construction machines and equipment. As an industrial mechanic, you first of all start the engine, activate all the machine systems, and check the operational status of all functions and the fulfillment of quality parameters against a checklist. If necessary, you eliminate malfunctions and carry out any maintenance and repairs the machines and systems may require.

**Length of training:** 3.5 years



### METAL CUTTING MECHANIC / MILLING EQUIPMENT (M/F/D)

- Metal cutting mechanics assess and analyze the feasibility of the technical realization of production orders. For this purpose, they make use of sources of information and technical documentation and select the most suitable production methods. After this, they plan the details of the production processes under consideration of completion deadlines, cost factors, and quality criteria. They also appropriately modify programs for numerically controlled (NC) and CNC systems and monitor the production process. Knowledge of quality management systems, documentation, and safety devices will also be required. Further competencies are the maintenance and inspection of production systems.

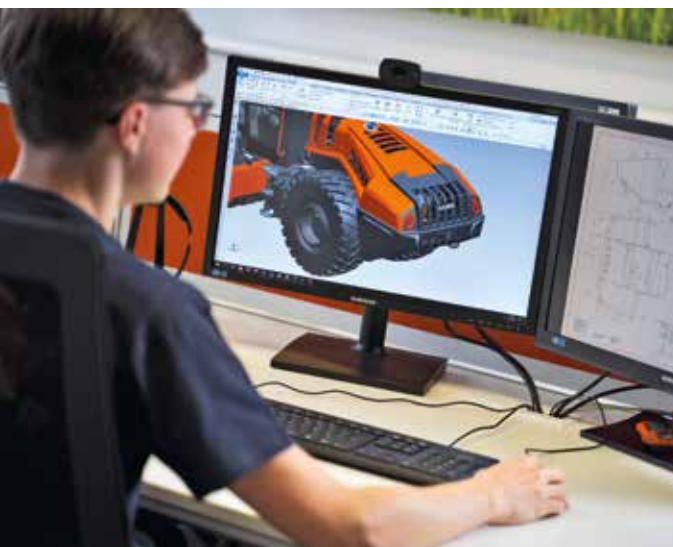
**Length of training:** 3.5 years



### TECHNICAL PRODUCT DESIGNER (M/F/D)

- Technical product designers possess the necessary expertise for the definition of the precise shape and dimensions of components under consideration of their later function on the basis of design drawings. They compile corresponding bills of material for the procurement of materials and components. Construction documents are generated with CAD tools. In the specialized context of machine and plant construction, product designers visualize components and draft construction drawings to be used in the construction of vehicles, machines, and equipment in the form of 3D models. They also take the essential aspects of control and electrical systems in the construction process into account. Building on this, you make decisions on component standardization and subsequently select the appropriate materials.

**Length of training:** 3.5 years





# BUSINESS AND ADMINISTRATIVE VOCATIONAL TRAINING

## YOUR CAREER OPPORTUNITIES IN DETAIL.



### COMPUTER SCIENCE EXPERT / SYSTEM INTEGRATION (M/F/D)

- ✓ The work of a computer science expert is extremely varied: It begins with the analysis of customer needs,
- the planning, integration, maintenance, and administration of systems and computer networks, the
- development and implementation of applications and databases, software engineering, modifications,
- the procurement and installation of hardware and software, and includes activities in the areas of consulting, training, and IT security.

**Length of training:** 3 years



### INDUSTRIAL MANAGEMENT ASSISTANT (M/F/D)

- ✓ Industrial management assistants are employed in all areas of the business and administrative sector and provide support for all corporate business and administrative processes - from
- initiation of contract negotiations to the provision of customer service following contract finalization. They can work not only in the core business and administrative sectors of sales and marketing, procurement and provisioning, billing of services, and human resources, but also in conjunction with other specialized departments, commercial areas, and projects.

**Length of training:** 2.5 to 3 years



### MANAGEMENT ASSISTANT / FREIGHT FORWARDING AND LOGISTICS SERVICES (M/F/D)

- Management Assistants for Freight Forwarding and Logistics Services are the architects of transportation procedures. They are responsible for the planning, organization, management, monitoring, and processing of goods shipments and other logistics services. They process returns, complaints, and damage reports and correspond with national and international business partners.

**Length of training:** 3 years





# DUAL STUDY PROGRAMS

## YOUR CAREER OPPORTUNITIES IN DETAIL.



You can find an overview of the dual study programs we offer at each of our locations here:

➤ [www.wirtgen-group.com/vocational-training](http://www.wirtgen-group.com/vocational-training)

### DUAL STUDY PROGRAM BUSINESS ADMINISTRATION / INDUSTRIAL MANAGEMENT (BUSINESS AND ADMINISTRATIVE SECTOR) (M/F/D)

- The dual study program Business Administration / Industrial Management combines theoretical university studies with practical vocational training. Your study program concentrates on general aspects of business administration and industry-specific topics. You gain insights into all business and administrative functions of the industrial sector such as purchasing, sales, controlling, marketing, logistics, and information management.

**Length of training:** 3 years  
**Degree:** Bachelor of Arts

### DUAL STUDY PROGRAM ELECTRICAL ENGINEERING AND INFORMATION TECHNOLOGY: ELECTRONICS TECHNICIAN / AUTOMATION SYSTEMS AND BACHELOR OF ENGINEERING (INDUSTRIAL-TECHNICAL SECTOR) (M/F/D)

- The dual study program in electrical engineering combines university studies with training for the recognized training occupation Industrial Electronics Technician / Automation Systems (m/f/d).
- In the course of your dual study program, you will learn how to design and realize electric circuits.
- ✓ On top of this, you will also, for example, acquire the skills and expertise you need to program new machines and get them up and running. On successful completion of the program, you will, for example, be able to contribute to the development of components for technical systems.

**Length of training:** 4.5 years  
**Qualification / Degree:** Electronics Technician / Bachelor of Engineering

### COOPERATIVE STUDY PROGRAM: MECHANICAL ENGINEERING / MOBILE WORK MACHINES WITH A FOCUS ON CONSTRUCTION MACHINES AND BUILDING MATERIALS MACHINERY AT THE UNIVERSITY OF APPLIED SCIENCES COLOGNE (TH KÖLN) (INDUSTRIAL-TECHNICAL SECTOR) (M/F/D)

- ✓ In-depth practical knowledge and insights from the start, not just dry theory. What the WIRTGEN GmbH cooperative study program offers. In cooperation with the University of Applied Sciences Cologne (TH Köln), the study program communicates an ambitious curriculum of fundamental knowledge that is realized and implemented in practical phases lasting several weeks in the Development and Design department at WIRTGEN GmbH.

**Length of training:** 3.5 years

### BACHELOR OF ENGINEERING / INDUSTRIAL ENGINEERING (INDUSTRIAL-TECHNICAL SECTOR) (M/F/D)

- Practice or theory – you want to have the best of both worlds? In collaboration with universities, we can offer you a training model that ideally combines the hands-on approach of vocational training and the science-based knowledge acquired at a university. In a dual study program for industrial engineering, you learn the skills required for the development of practicable solutions that fulfill both technical and economic requirements.

**Length of training:** 3 to 4 years (depending on the location)  
**Degree:** Bachelor of Engineering

### DUAL STUDY PROGRAM SERVICE ENGINEERING (INDUSTRIAL-TECHNICAL SECTOR) (M/F/D)

- Technological progress and digitization lead to the increasing use of more and more complex machines and digital solutions in industrial concerns. They constitute the basis of production cycles and must function reliably. When stoppages occur, they can cause immense losses for customers. In this dual study program, you learn how to keep production processes up and running. As a service engineer, you generate a significant proportion of the company's revenue and play a decisive role in maintaining customer loyalty. Practical training takes place at a WIRTGEN GROUP site and the theoretical part of the program at a university.

**Length of training:** 3 years  
**Degree:** Bachelor of Engineering

### DUAL STUDY PROGRAM / ELECTRICAL ENGINEERING: ELECTRONICS TECHNICIAN / INDUSTRIAL ENGINEERING AND BACHELOR OF ENGINEERING (INDUSTRIAL-TECHNICAL SECTOR) (M/F/D)

- ✓ Would you like to study electrical engineering and simultaneously gather practical experience in the form of technical training? You would? Then a dual study program is the right solution for you: The dual study program for electrical engineering combines university studies with a training course for qualification as an Electronics Technician / Industrial Engineering in our company.
- The precondition for enrollment is a general qualification for university entrance or an advanced technical college certificate. Graduates of the dual study program benefit from two recognized professional qualifications.

✓ **Length of training:** 5 years  
**Qualification / Degree:** Electronics Technician / Industrial Engineering Bachelor of Engineering

### DUAL STUDY PROGRAM INDUSTRIAL MECHANIC / MECHANICAL ENGINEERING AND BACHELOR OF ENGINEERING (INDUSTRIAL-TECHNICAL SECTOR) (M/F/D)

- ✓ Would you like to study mechanical engineering and simultaneously gather practical experience in the form of technical training? You would? Then this dual study program is just the thing for you: The dual study program for mechanical engineering combines university studies with vocational training for qualification as an industrial mechanic. In the course of your dual study program, you will learn all about the methods and technologies you will need for the design and construction of machines on the basis of CAD technologies and state-of-the-art computing processes. Graduates of the dual study program benefit from two recognized professional qualifications.

**Length of training:** 4 to 5 years (location-dependent)  
**Qualification / Degree:** Industrial Mechanic / Bachelor of Engineering





# GREAT TRAINING. GREAT FUN.

Intensive support and guidance for our trainees is extremely important to us. And that's why we have a team of full-time career coaches and trainers who ensure that you get the best possible training. In addition to teaching you specialized knowledge, we also strive to help you develop your personal and social skills. After all, we need real team players who are willing to assume responsibility and who we can rely on completely.



## WHAT WE OFFER YOU:

- Exciting hands-on projects: You will build models of our machines as part of multi-vocational teams or put your own ideas into practice; for example, an electric scooter designed by our trainees recently entered mass production
- In-house training courses to deepen your knowledge of the learning content
- Participation in international corporate events, at vocational training fairs, and construction industry shows
- State-of-the-art training workshops and workspaces
- WIRTGEN GROUP Trainee Technology Days: here, trainees from all brand headquarters work together to complete a real road construction project under their own direction
- In-house English courses

## WHAT HAPPENS AFTER THE SUCCESSFUL COMPLETION OF YOUR TRAINING PROGRAM?

We can offer nearly all of our trainees a full-time position with us after successfully completing their vocational training. This means that a wide range of career opportunities at our company are open to you - it's no coincidence that many of our managers are former trainees themselves.





# AN INTERNATIONAL CAREER.

If a job in Germany isn't enough for you, you can also climb way up the career ladder with the WIRTGEN GROUP abroad:

- Our service technicians are on duty around the globe and are responsible for carrying out machine demonstrations and briefings for the local operating personnel.
- After successful completion of their vocational training, our newly trained staff can also find permanent employment at one of our subsidiaries around the globe or at one of the overseas manufacturing facilities in Brazil, China or India in an industrial-technical or business-administrative function.

## WIRTGEN GMBH

Reinhard-Wirtgen-Strasse 2  
53578 Windhagen, Germany

You can find your contact partner here:  
[www.wirtgen-group.com/  
vocational-training-wirtgen](http://www.wirtgen-group.com/vocational-training-wirtgen)



## JOSEPH VÖGELE AG

Joseph-Vögele-Strasse 1  
67075 Ludwigshafen, Germany

You can find your contact partner here:  
[www.wirtgen-group.com/  
vocational-training-voegele](http://www.wirtgen-group.com/vocational-training-voegele)



## HAMM AG

Hammstrasse 1  
95643 Tirschenreuth, Germany

You can find your contact partner here:  
[www.wirtgen-group.com/  
vocational-training-hamm](http://www.wirtgen-group.com/vocational-training-hamm)



## KLEEMANN GMBH

Manfred-Wörner-Strasse 160  
73037 Göppingen, Germany

You can find your contact partner here:  
[www.wirtgen-group.com/  
vocational-training-kleemann](http://www.wirtgen-group.com/vocational-training-kleemann)



## BENNINGHOVEN, Branch of Wirtgen

Mineral Technologies GmbH  
Benninghovenstrasse 1  
54516 Wittlich, Germany

You can find your contact partner here:  
[www.wirtgen-group.com/  
vocational-training-benninghoven](http://www.wirtgen-group.com/vocational-training-benninghoven)



# USEFUL TIPS AND ADVICE FOR YOUR APPLICATION.

The documents you send us are what convince us that you are exactly the right candidate for vocational training with us. We have compiled a list of the most important tips and advice that will help you to write a convincing application:

## COVER LETTER

What we would like to know from you:

- How did you become aware of us and our vocational training vacancies?
- Why would you like to train for this occupation, and why did you pick our company?
- What are your particular strengths?
- Why do think you are the right choice for us?

## CV

We would like to find out more about you – and that's why we are interested in what kind of person you are, your school education up to now, and your hobbies and interests. It's not compulsory, but we would be very pleased if you could also send us a recent passport photo of yourself. Your CV should be complete and without gaps, up to date, and, above all, in chronological order.

## SCHOOL REPORTS

When you send us your application, please also attach copies of your last two school reports. Copies of documents certifying any work experience placements you have taken part in are also of interest to us.

## APPLICATION

Visit our website to find out what kind of applications our various brand headquarters like or prefer to receive:  
[www.wirtgen-group.com/  
vocational-training](http://www.wirtgen-group.com/vocational-training)







# WIRTGEN GROUP



## WIRTGEN GROUP

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