

PRESS RELEASE

Knowledge as a key element – Würth Industrie Service invests EUR 1.5 million in training and development every year

Bad Mergentheim/Main-Tauber-Kreis. The ability to innovate, to compete and to sustain can only be developed in those who continuously upskill themselves according to the changing demands of the ever-growing digital world of learning and working, with new learning spaces and new formats of learning. Keeping true to its motto “the company that invests in its employees, invests in its future”, Würth Industrie Service GmbH & Co. KG encourages lifelong learning and prepares its employees for the challenges of the future with a purpose - right from apprenticeship to permanent positions. Being one of the biggest employers of the Main-Tauber region, the company invests around EUR 1.5 million every year in training and development of its employees and is committed to counter the increasing shortage of skilled labour.

“Lifelong learning has top priority to us at Würth Industrie Service. We can only be successful in the future, if we have highly qualified employees. Therefore, the qualification of our 1750 employees is the focus of our Human Resource Development initiatives”, says Michael Schubert, Head of Human Resources at Würth Industrie Service. All the employees can avail wide-ranging learning opportunities on E-Learning platforms along with multiple trainings, courses and upskilling programmes. In total, more than 360 training programmes were conducted in 2022. “With these programmes, our employees are given tailor-made learning opportunities across all areas and levels - online as well as in person. Everyone can upskill themselves irrespective of their location and time constraints,” emphasised Schubert. In addition to the current training programmes, which includes numerous product, sales and language trainings, conferences for instructors as well as for trainees and quintessential full-day seminars and trainings, there are over 460 E-Learnings, more than 20 podcast episodes as well as multiple tutorial videos and training courses and short digital formats. In order to equip the employees for digital transformation, Würth Industrie Service keeps adapting its training programmes to the changing demands continuously. Hence, the trend has changed from the classic full-day seminars to shorter, more compact learning units - along with incorporation of new course formats. “Our knowledge today determines our success tomorrow,” says Schubert. Thus, the company supports its employees in their individual development and offers attractive career prospects along with it. While colleagues with specialist expertise have the opportunity to hone their

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skills, deepen their knowledge and drive forward future-oriented innovations on the specialist career path, prospective managers are prepared step by step in different management modules so they can shoulder personnel responsibility efficiently. Now there is also the opportunity to take up future-oriented projects and coordinate them as part of the project management career path. The employees of Würth Industrie Service appreciate the opportunity to further develop themselves professionally on the company-specific career paths, while also evolving on a personal level. In the end, everyone benefits from the knowledge of the other. In 10 years of career as specialists, over 90 experienced colleagues were able to promote a wide range of technical topics and impart their knowledge in a targeted manner. At Würth Industrie Service, learning therefore means "from colleagues for colleagues". Along with an in-depth training and feedback, there is also the possibility of interdepartmental and interdisciplinary networking. This way, experiences can be exchanged and important connections can be forged. The motto is to move forward from "knowledge is power" to (pro)active knowledge management. Moreover, the company also encourages external trainings, for e.g. in the form of part-time study programmes as well as various trainings conducted by CCI or individual training packages with the qualification programmes put together by Akademie Würth and Akademie Würth Business School. Along with financial support, employees are also offered exemptions within working hours. They are encouraged to pursue part-time as well as full-time courses. "Our employees have the scope to develop themselves both personally and professionally, to seek new paths and actively shape their future", says Viola Lang, Team Lead, HR Development/Knowledge Management at Würth Industrie Service. Development discussions, which are conducted on a regular basis for all employees, play a key role in this context. Here the employees can jointly discuss and reflect on goals and development prospects. Employees can also get information about their professional future during different information sessions. Würth Industrie Service offers its employees a wide range of promising professional development opportunities. Finally: "Every investment in training and development of our employees is also an investment in the future of our company and thereby an investment in location and job security," emphasises Schubert.

Photo material:**Captions:**

Photo: Training and development.jpg

Caption: As one of the biggest employer in the region Main-Tauber, the company invests EUR 1.5 million in training and development of its employees every year and is committed to counter the increasing shortage of skilled labour.

Photo source: Photographer - Annika Röschl

Brief profile of Würth Industrie Service GmbH & Co. KG

Within the Würth Group, Würth Industrie Service GmbH & Co. KG is responsible for the supply of the industrial sector. Since its foundation in 1999, Würth Industrie Service is located at the Industriepark Würth in Bad Mergentheim, Germany with over 1,750 employees. As a complete C-Parts provider, the company offers its customers a specialised product range of over 1,100,000 items: from screws, connection and fastening technology, tools to chemical-technical products and occupational safety. In addition to the extensive standard range, the strength of the company lies in its customer-specific, logistical and dispositive supply and service concepts as well as in special parts. Under the service brand "CPS® - C-Product Service", the company offers modular solutions, which are customised as per customer-specific requirements. Thereby, the consumption-based and demand-based systems significantly rationalise the processes for purchase, logistics and quality assurance and enable the procurement of small parts in a cost-optimised manner. Logistic and dispositive services such as shelving systems with scanners or a just-in-time supply using Kanban bin systems contribute significantly to increasing the productivity.